

# AGREEMENT

Between



and

**I.B.E.W. Local 1600**



**Effective Date May 13, 2002**



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## **AGREEMENT**

This AGREEMENT, is made and entered into by and between Local Union No. 1600 of THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, A.F.L.-C.I.O. (hereinafter referred to as the "Union") and PPL Corporation (referred to in the former collective bargaining agreements with the Union as PP&L, Inc., and/or Pennsylvania Power & Light Company) as agent in fact for its subsidiaries that employ employees represented by the Union, and their successors and assigns, hereinafter all jointly referred to as the "Company."

An absolute precondition to the sale, lease, transfer, or takeover by sale, lease, transfer, assignment, corporate reorganization, receivership, bankruptcy proceedings of the entire operation, or any part thereof is that any purchaser, transferee, lessee, or assignee shall agree and become party to and bound by all the terms, conditions, and obligations of the Agreement.

NOW, THEREFORE, for and in consideration of the parties and the mutual promises and agreements hereinafter contained, it is agreed that:

## **PURPOSE**

The Company is engaged in furnishing essential public services which vitally affect the health, safety, comfort and general well-being of the people living in the area served and the very existence of the Company is conditioned and dependent upon the faithful performance of its charter obligations and responsibilities in serving the public.

These obligations and responsibilities, which apply to both the Union and the Company, require that any difference arising between them be adjusted and settled in an orderly manner without interruption of service to the public.

any reason other than failure of the employee to tender the standard dues, initiation fees, or assessments uniformly required as a condition of acquiring or retaining membership in the Union.

**D.** The Company agrees to deduct Union dues and assessments from the pay of each employee from whom it receives a lawful written authorization and will continue to make such deductions while the authorization remains in effect.

Such deductions shall be made from the payroll for the month following the month in which written authorization is received by the Company. The sums so collected shall be paid by the Company to the Financial Secretary of the Union.

## **Section 2. No Solicitation on Company Time**

**A.** The Union, its agents or any of its members shall not solicit employees for Union membership, collect dues or engage in other Union activities on Company time. However, nothing herein is intended to restrict normal conversation between employees that does not interfere with the efficient performance of work.

## **Section 3. Regulation — Government Agencies**

**A.** The parties hereto recognize that the business of the Company is subject to regulation by the Pennsylvania Public Utility Commission and other governmental agencies in accordance with law. The parties agree that such regulation shall be respected and complied with by both parties to this Agreement.

**B.** In accordance with the Code of Federal Regulations, National Standards, and Nuclear Regulatory Commission (NRC) Regulatory Guides, any employee assigned to perform work on a temporary or permanent basis at Susquehanna S.E.S. will be required to satisfactorily com-

plete training and retraining in, but not limited to, the following areas:

- Appropriate Plans and Procedures
- Radiological Health and Safety
- Industrial Safety
- Plant Controlled Access Areas and Security Procedures
- Use of Protective Clothing and Equipment
- Quality Control and Assurance
- Skills and Technical Training

C. In accordance with the Code of Federal Regulations, National Standards and Nuclear Regulatory Commission (NRC) Regulatory Guides, any employees who may be required to perform work on a temporary or permanent basis at Susquehanna S.E.S. will be subject to the Access Authorization Program as described in Exhibit K of this Agreement.

#### **Section 4. Cooperation**

A. In fulfilling its responsibilities, the Union agrees that the employees covered by this Agreement will individually and collectively perform safe, efficient and diligent service; will cooperate in gaining the maximum efficiency in the use of men and materials; will respect and abide by the Company's rules and regulations; will use their influence and best efforts to protect the interests of the Company; and will cooperate in promoting and advancing the welfare of the Company at all times as a matter of enlightened self-interest.

B. The Company agrees to use its best efforts to obtain a fair and impartial administration of this Agreement by its supervisors.

C. The Company and the Union agree to continue their policy of being an Equal Opportunity Employer and of non-discrimination against any individual because of such



individual's race, color, religion, sex, handicap, national origin, age or veterans' status.

**D.** Wherever in this Agreement a male noun or pronoun is used in reference to an employee, it is intended to include either male or female employees.

### **Section 5. Functions of Management**

**A.** The Union recognizes the exclusive right of the Company to determine its operating policies and manage its business in the light of experience, business judgment and changing conditions. It is understood and agreed that all rights, powers or authority possessed by the Company prior to the signing of this Agreement shall be retained by the Company. However, the Grievance Procedure hereinafter set forth in Article III shall be applicable to complaints regarding the meaning, application, interpretation or administration of any provision of this Agreement limiting the following functions of Management, which are the only ones limited by this Agreement; namely, the right to: determine the qualifications of and select employees for promotion; transfer employees from one job to another and from one classification to another; determine the number and arrangement of work shifts; determine the starting and stopping time of each shift; contract for construction or other work when in the judgment of the Management such action is to the best interest of the Company; determine which employees shall be laid off; determine the work to be performed by employees; discipline employees for misconduct on the job or other violation of rules and discharge employees for just cause.

**B.** Any aspect of Company provided benefits not covered by a specific provision of the Agreement or any other signed agreements is agreed to have been expressly eliminated as a subject for bargaining and during the term of the Agreement may not be raised for future bargaining or nego-

tiations even though such benefit may not have been within the knowledge or contemplation by one or both of the parties at the time they negotiated or signed this Agreement. It is understood and agreed that included among the rights retained by the Company under this Paragraph is the right to modify or terminate any such benefit.

**C.** Other functions of Management include the right to determine the qualifications for and select its managerial and supervisory forces; select and hire new employees and determine the qualifications needed; determine the number of employees it will have in its service at any time; prepare job titles and definitions; adopt, and revise when necessary, reasonable rules and regulations governing the operation of its business and the conduct of its employees on the job; introduce new plants and facilities; relocate facilities; discontinue the operation of plants and facilities and introduce new methods to improve operating efficiency.

**D.** The Company will have the right to contract out work when needed skills are not available from present employees; when public and customer relations require it; when present employees cannot complete the work in the required time; when it is economical to do so; or when peaks of work would require a temporary increase of the Company's forces with subsequent lay-off of such additional forces. No employee will be laid off or suffer loss of regular straight time pay as a result of this provision.

**E.** It is understood and agreed, however, that the functions of Management referred to in this Section 5 are not all-inclusive and that the omission of any of the usual inherent and fundamental rights of Management does not constitute a waiver of such rights by the Company.

**F.** It is also understood and agreed that the following, to the extent that they pertain to former Penn Water employees, are matters for determination solely by the Company

and may be modified or terminated at any time by the Company at its discretion:

- (1) Rental of Company-owned dwellings.
- (2) Recreational facilities.
- (3) Any other existing practice not specifically provided for in this Agreement, the modification or termination of which is not inconsistent with any provision of this Agreement.

### **Section 6. No Strikes or Lockouts**

**A.** Under no circumstances shall there be any strike, stoppage, cessation of work, sympathy strike, slow down, picketing, concerted refusal to work overtime, concerted mass sickness, continuous Union meetings, labor holidays or other interference with or interruption of the Company's business during the term of this Agreement. Any employee who violates the foregoing provisions shall be subject to immediate discharge. Such discharge shall not be subject to arbitration except on the limited issues as to whether the employee has engaged in the prescribed activity. Under no circumstances shall there be any lockout during the term of this Agreement.

### **Section 7. Meetings and Conferences**

**A.** The Company agrees that its accredited representatives will meet with the accredited representatives of the Union on all questions that may arise under the provisions of this Agreement.

**B.** When meetings are arranged and are to be held during working hours, each Union representative who is an employee of the Company shall give his immediate supervisor at least twenty-four (24) hours' notice, when possible, prior to any such meeting, in order that arrangements can be made to relieve him from duty.

**C.** Union representatives who are employees of the Company will be paid at their regular rates for time spent during scheduled working hours while attending such meetings, but will not be paid for travel expense, lodging, meals or other expenses. Union representatives will not be paid for time spent in attendance at arbitration cases.

**D.** The Company will pay eight (8) Union representatives who are employees of the Company their regular rates for time spent during scheduled working hours while attending joint meetings for the purpose of contract negotiations. They will not be paid for any expenses incurred.

**E.** The designated representatives of the Company and the Union shall conduct joint Meet and Discuss Sessions on items of mutual interest. Requests shall be made by either party in writing and the parties shall then mutually agree to meet within a reasonable period of time. This provision shall not alter the application or interpretation of the existing provisions of the Contract unless mutually agreeable to both parties.

### **Section 8. Use of Bulletin Boards**

**A.** Bulletin board space provided by the Company for the use of the Union shall not be used by the Union or its members for disseminating propaganda of a controversial or political nature, nor the posting of notices of an inflammatory nature.

### **Section 9. Leave of Absence - Union Representatives**

**A.** Employees elected or appointed to a Local 1600 Union Office requiring their absence from work, upon written request presented reasonably in advance, will be granted a leave of absence without pay, if the Company's operating conditions permit, for a period not to exceed three (3) years.

Before a leave of absence is granted, the employee shall be required to undergo a physical examination, equivalent to the current pre-employment examination, performed by a qualified physician, to be paid by the Union, with results submitted to the Company's Medical Department. The employee will accumulate Seniority and Company Service during such leave of absence.

**B.** Individuals requesting a return from an authorized Local Union 1600 leave of absence, shall undergo a physical examination by a qualified physician, identical to the physical taken before beginning the leave of absence, to be paid by the Company prior to the return, with the results submitted to the Company's Medical Department. If the Company has had sufficient notice in writing, and the individual is medically qualified to perform the job duties of the former job classification, the individual shall be reinstated to that job classification at the former work location provided the individual is qualified to perform the work. If the individual is not medically qualified to be reinstated to the former job classification, the request for return will be referred to the Disability Committee for placement in accordance with Article VIII, Section 10 of this Agreement. Such person shall remain on leave of absence status until the Disability Committee provides a job classification.

When returning to the former job classification at the former work location, the employee with least seniority in that job classification at that work location shall return to his/her former job classification. Such return and any subsequent moves as a result of the reinstatement shall be administered in the same manner. Employees forfeit any promotional opportunities which occurred during the leave of absence. When returned to employment, they shall be entitled to benefits set forth in this Agreement (see Article VII, Section 1, Paragraph D).

**C.** A Union representative, while on leave of absence, may participate in the following Company plans and the total cost of coverage under such plans shall be borne by the Union or the Union representative:

- (1) Group Life Insurance.
- (2) Retirement Plan.
- (3) **Health Care Plan Options.**
- (4) Accidental Death or Dismemberment.
- (5) **Dental Plan Options.**
- (6) **Vision Care Plan.**

## **ARTICLE III GRIEVANCE PROCEDURE**

### **Section 1. Definition**

**A.** The term grievance shall mean any dispute or disagreement arising over the meaning and application of the terms and provisions of this Agreement.

### **Section 2. Time Limits**

**A.** Failure to comply with any of the prescribed time periods in each step of the Grievance Procedure contained herein, shall constitute forfeiture of the grievance by the delinquent party unless the parties have jointly agreed to waive such time limits.

**B.** The working days specified in this Grievance Procedure exclude Saturdays, Sundays and holidays.

### **Section 3. Grievances**

**A.** Before a written grievance may be submitted, the aggrieved employee or the aggrieved employee and the Union Steward must discuss the complaint with the appropriate

supervisors within five (5) working days from the date of occurrence giving rise to the grievance.

**B.** Grievances in order to be considered and be subject to adjustment must be made in writing, signed by the aggrieved employee, and must specify the Article and Section of the Agreement upon which the grievance is based, within ten (10) working days from the date of the complaint discussion. Any individual employee or group of employees shall have the right to present grievances and to have them adjusted, provided such adjustment is not inconsistent with the terms of this Agreement and a Union representative has been given opportunity to be present at such adjustment.

**C.** Grievances involving one employee shall be taken up with the employee's immediate supervisor.

**D.** Grievances involving more than one employee in the same general group (operators at one power plant, linemen in one region, clerks in one department, etc.) shall be taken up with the immediate supervisor of all the employees involved.

**E.** Grievances involving more than one employee not in the same general group, grievances of a system-wide nature, indefinite suspensions, and grievances by the Union against the Company may be taken directly to the Third Step of the Grievance Procedure by mutual agreement of the designated representatives of the Company and the Union.

**F.** Grievances involving the discharge of an employee may be taken directly to the Third Step of the Grievance Procedure by either party.

**G.** Within ten (10) working days of receiving the written grievance, the appropriate supervisor shall submit a written response to the grievant and a copy to the Union Steward.

#### **Section 4. First Step**

**A.** If the appropriate supervisor's response does not settle the grievance, then within ten (10) working days of the aforesaid response, the grieving party shall notify the appropriate supervisor in writing that a disagreement still exists. Within ten (10) working days of the aforesaid notice the appropriate supervisors, Union Steward and employee shall meet to resolve the grievance.

#### **Section 5. Second Step**

**A.** If a satisfactory settlement is not reached in the First Step, then within ten (10) working days following the First Step meeting, the grieving party shall notify the appropriate supervisor in writing that a disagreement still exists. Within ten (10) working days of the aforesaid notice, the appropriate supervisors, Union Steward and Chief Steward shall meet to resolve the grievance.

#### **Section 6. Third Step**

**A.** If a satisfactory settlement is not reached in the Second Step, then within ten (10) working days following the Second Step meeting the grieving party shall notify the **Director-Labor Relations** that a disagreement still exists. Within thirty (30) working days the delegated representatives of the Company, the Union Steward, Chief Steward and Local President shall meet and endeavor to reach a satisfactory settlement. An International Representative of the I.B.E.W. may be present at this step only to assist the Local Union.

#### **Section 7. Arbitration**

**A.** If a settlement is not reached at the conclusion of the Third Step discussion and the grievance concerns the meaning or application of the terms of this Agreement, either party



shall have the right to submit it to arbitration in the following manner:

- (1) A request for arbitration of said grievance must be submitted by either party to the other not later than fifteen (15) working days, but not thereafter, exclusive of Saturdays, Sundays and holidays from the last meeting held with the designated representatives of the President or said grievance shall no longer exist. In the event such written notice is given by either party to the other, within ten (10) working days steps shall be taken by the Company and the Union for appointment of an arbitrator, in accordance with the Labor Arbitration Rules of the American Arbitration Association as in effect on the date of execution of this Agreement. The findings of the arbitrator shall be binding upon both parties for the duration of this Agreement.
- (2) It is mutually agreed and understood by both parties hereto that the arbitrator shall have no power to add to, or subtract from, or modify any of the terms and provisions of this Agreement, or Agreements made supplementary hereto.
- (3) Each party shall bear the expenses of its witnesses and any other expenses incurred in the presentation of its case, and the other expenses incidental to arbitration shall be borne equally by the Union and the Company.

## **ARTICLE IV**

### **HOURS OF WORK, SCHEDULES AND OVERTIME**

#### **Section 1. Definitions**

**A. WORK WEEK:** A work week consists of any seven (7) consecutive days designated by the Company. Whenever possible, the work week will contain five (5) eight (8)-

hour scheduled work days. The present work week is seven (7) consecutive days ending Sunday midnight except in those cases where the W-day and ST-days span midnight.

**B. WORK DAY (W-Day):** A work day is normally the twenty-four (24)-hour period from midnight to midnight of the day on which an employee is scheduled to work. When a normal work day spans midnight, time shall be charged on the day in which the majority of hours is worked. When the normal work day is divided evenly before and after midnight, time shall be charged on the day on which work was started.

**C. DAY OFF (ST-Day):** A day off or an ST- (scheduled time off) day is normally the twenty-four (24)-hour period from midnight to midnight of the day on which an employee is not scheduled to work. When an employee's work day spans midnight, the employee's ST-day will be a twenty-four (24)-hour period commencing at the end of his normally scheduled hours.

**D. NORMAL WORK SCHEDULES:** Normal work schedules will specify for each employee the work week, the W-days, the ST-days and working hours of each W-day.

**E. REGULAR RATE:** The regular rate is the weekly rate divided by forty (40) hours.

**F. OVERTIME RATES:** Time and one-half is one and one-half (1½) times the regular rate. Double time is two (2) times the regular rate.

**G. HEADQUARTERS:** Headquarters are the respective locations established by the Company where employees report for work or work assignments.

**H. EMERGENCY:** An emergency is any situation wherein it is necessary for the Company and its employees to take immediate action in order to restore or maintain service to the public, prevent serious injury, save life, meet unforeseen

responsibilities or prevent damage to property or interruption of service to the public.

## **Section 2. Working Hours**

**A.** The parties hereto recognize that the business of the Company requires continuous operation for twenty-four (24) hours of every day. In such operation it is inherent that working schedules must be established by the Company and may from time to time be changed to meet changing conditions.

**B.** Normal work schedules will be established by the Company and posted for each employee or group of employees.

## **Section 3. Temporary Changes in Working Hours and Work Schedules**

**A.** Temporary changes in work schedules or working hours will be made:

- (1) When an employee is substituting for another employee who is off duty. When notification of such substitution occurs after the beginning of a work week in which the substitution is to occur, only the working hours of the substituting employee's W-days will be changed for that work week. If the substitution extends beyond the end of the work week, or if the substitution starts at the beginning of a work week, the schedule of the substituting employee will be the normal work schedule of the relieved employee.
- (2) When it is necessary to carry out work which must be done outside normal working hours, such as work on equipment which cannot be made available during normal working hours, and work in two (2) or more shifts on equipment which is out of service for overhaul or because of breakdown and

which must be returned to service promptly. Except where otherwise provided in this Section, when such changes are made, (a) only the working hours of the W-days may be changed; (b) the ST-days will not be changed; (c) temporary schedules will be prepared and posted at the Headquarters of the employees involved; (d) such temporary changes in work schedules may be made on any day of the calendar week. Sub-sections (a) and (b) of this Paragraph A (2) shall not be applicable to employees involved in equipment outages that have a direct effect on the operating capacity of power generating stations.

- (3) When an employee is scheduled to attend a formal training school or other Company training programs. In these cases, both the W-days and ST-days will be changed to conform with the training schedules. If the employee is notified forty-eight (48) hours before the beginning of that work week, overtime for a temporary change in work schedules will not apply.

**B.** An employee working on a temporarily changed schedule may be returned to his normal work schedule at any time. Lunch periods established for such schedules shall not exceed one hour.

**C.** Normal work schedules will not be changed temporarily for short emergencies. When an employee is called out for emergency work, he ordinarily will be dismissed when the emergency is over.

**D.** Changes other than those of a temporary nature in normal work schedules will be made when justified by experience or changed conditions. Such changes may become effective at the beginning of any work week and notice thereof

shall be posted at least forty-eight (48) hours before the beginning of that work week.

E. See Exhibit F for application of Section 3 and Section 4.

#### **Section 4. Overtime**

A. The following will be considered overtime and paid for at time and one-half:

- (1) Hours worked outside of scheduled hours; i.e., normal work schedule or temporarily changed schedule, whichever is in effect at the time.
- (2) Hours worked on the first W-day of a changed shift schedule providing a substitution for an employee off duty, which had not been scheduled for the substituting employee prior to quitting time on the last W-day of the work week preceding the substitution. This applies only to the first such change in any work week. For the purpose of this Paragraph, such changed shift schedule is one which involves a change from one shift to another—day shift to middle or night shift, etc., and does not include either a change involving only different hours in the same shift or a return from a temporary shift schedule to a regular shift schedule.
- (3) The first eight (8) hours working on a temporarily changed schedule as provided in Section 3 A (2) of this Article IV where the temporary change in work schedule requires a change in the employee's starting time from one group of hours to another as shown in the following table:

<b>STARTING TIME</b>	<b>GROUP</b>
5:00 A.M. to 12:59 P.M.	I
1:00 P.M. to 8:59 P.M.	II
9:00 P.M. to 4:59 A.M.	III

- (4) Hours worked by an employee who is called out to work during his vacation. This is in addition to his straight time vacation allowance pay.

**B.** The following will be considered overtime and paid for at double time:

- (1) Any hours worked on the second ST-day in a work week.
- (2) Each consecutive hour worked immediately following sixteen (16) consecutive hours worked.

**C.** Work on a Contract Holiday/Actual Holiday (Article VII 4 B) will be paid for as follows:

- (1) When it is a W-day, all scheduled hours worked will be paid for at time and one-half. In addition, straight time will be paid for the scheduled hours.
- (2) When it is an ST-day, the number of hours actually worked, which would have been scheduled for the employee if it were a W-day or which were scheduled for the employee for whom he is substituting, will be paid for at:

- (a) Double and one-half time, when it is the second ST-day in a work week.

- (b) Double time on the first ST-day.

In addition, straight time will be paid for such hours.

- (3) All other hours worked will be paid for at double time.

**D.** When working at foreign utilities during emergency conditions, employees will be paid for all compensable hours at one-half time premium over their regular hourly rate in addition to the Labor Agreement's normal pay practices.

## **Section 5. Rest Periods**

**A.** Rest periods shall be applicable in accordance with the following provisions when employees are called out or when arrangements are made in advance for work during non-scheduled hours provided employees are eligible as defined in the "Rest Period Rules" of Exhibit B of this Agreement.

**B.** Employees working for a period that consists of at least three (3) overtime hours, and up to sixteen (16) consecutive overtime hours, shall be entitled, when relieved from duty, to a rest period as shown on the table in Exhibit B. If scheduled hours fall within the time designated as a rest period, the employee will be paid straight time pay for these scheduled hours. Employees required to work during scheduled hours that fall within the prescribed rest period, will receive pay at time and one-half the employee's straight time rate for such hours worked.

**C.** Employees working sixteen (16) or more consecutive hours shall be entitled, when relieved from duty, to an eight (8)-hour rest period or a rest period as shown on the rest period table, whichever is greater, without loss of straight time pay for scheduled hours falling within the rest period. However, employees required to work during this period will be paid two times the straight time rate for any hours worked within eight (8) hours after being released from the previous work period and their rest period will be calculated using the twelve (12)-hour cumulative rule as provided for in Exhibit B.

**D.** The intent of rest periods is for employees to be released from work when they have worked sufficient overtime hours to become eligible for a rest period. If an employee requests to be released on rest period, their request shall be granted unless there is an emergency or the company is unable to obtain relief, when necessary.

**E.** The rest period table as described in Paragraphs B and C of this Section 5 is not applicable to vacation days, holidays, paid personal time off and ST-days.

### **Section 6. Exempt - Non-Exempt Employees**

**A.** Both parties recognize that certain employees covered by this Agreement are in jobs which are exempt from the provisions of the Fair Labor Standards Act and that employees may be hired or transferred to new jobs which will likewise be exempt. In order to meet the requirements of the Act, the Company will continue to classify all employees as exempt or non-exempt.

**B.** Some of the jobs may be of such nature that the work cannot be scheduled to conform to a definite schedule (such as a forty (40)-hour week or five (5) eight (8)-hour days) and that, therefore, the overtime provisions of this Agreement may not be applicable to these jobs.

**C.** It is agreed that for any new jobs in which there are employees eligible for Union membership, the Union and Company will jointly determine whether the work is of this nature.

### **Section 7. Residence Requirement**

**A.** Employees in the job classifications listed below must reside within thirty (30) miles driving distance between their home and their Job Headquarters.

Customer Service Clerk (Customer Contact Center)

Customer Service Representative

Customer Service Representative-Shift

Electrician Leader-**FS**

Electrician-**FS**

Equipment Operator-**FS**

Instrument and Control Maintenance-Leader

**(incumbent only)**



Instrument Man  
Instrument Man-Trainee  
Journeyman Electrician-**FS**  
Journeyman Lineman-**FS**  
Journeyman Mechanic-**FS**  
Lineman-**FS**  
Lineman Leader-**FS**  
Material Handler-**RM**  
Mechanic-**FS**  
Mechanic Leader-**FS**  
Troubleman-**FS**

**Anyone who enters these progression lines or changes work location by promotion, demotion, or transfer must meet the residency requirement.**

**B. Employees at Susquehanna S.E.S. in all job classifications, (excluding steno and clerical, Warehouse Operations, and Utility Workers-SSES), must reside within thirty (30) miles driving distance between their home and their Job Headquarters, unless agreed to otherwise by the parties.**

## **Section 8. Call-Out Roster**

**A. It is understood that all employees of the Company shall be considered as subject to call-out for emergencies or prearranged work at any time. Whenever necessary, the Company will maintain at the respective Headquarters a roster of certain employees likely to be called and will select from these lists on a rotating or cumulative overtime basis as applicable such available employees as are needed. The purpose of this arrangement is to provide an equitable distribution of overtime work when required. Being subject to call-out is not to be considered as hours of work and no additional compensation will be paid to cover this responsibility. The Company will maintain records of overtime**

worked or offered by job classification. However, full equalization of overtime cannot be guaranteed. See Exhibit H for Cumulative Overtime Procedures.

**B.** Employees who exhibit a poor call-out response record shall be subject to Article VI, Section 5, Paragraph J and Article VIII, Section 2, Paragraph F of this Agreement.

**C.** Employees who have completed sixteen (16) or more hours of consecutive work and have been released from work assignments will not be called out to work, regardless of their position on the call-out roster, during an eight (8)-hour period following completion of the work, unless it becomes impossible to secure qualified replacements.

### **Section 9. Call-Outs**

**A.** When an employee is called out to work during non-scheduled hours, he shall be paid overtime compensation for the actual time worked. A minimum compensation equal to four (4) hours' pay at straight time shall apply when it exceeds the amount of overtime compensation earned during the call-out.

**B.** In the event the call-out occurs on a Contract Holiday/Actual Holiday (Article VII 4 B), the employee shall be compensated in accordance with this Section 9, or the provisions of Section 4C of this Article IV, whichever is greater.

**C.** The minimum compensation is not to apply in cases where an employee is called out immediately preceding his scheduled working hours of a W-day and the minimum time period overlaps his scheduled hours.

**D.** In order to determine the number of employees to be called out for distribution line work, the guidelines described in Exhibit C shall be followed.

## **Section 10. Prearranged Work**

**A.** When arrangements are made in advance for work during non-scheduled hours, the employee will be paid for the actual time worked. The minimum compensation, if he worked, or if he reported and the job was canceled, shall be an amount equal to four (4) hours' pay at straight time and shall apply when it exceeds the amount of overtime compensation earned during the period. In the event the prearranged work occurs on a Contract Holiday/Actual Holiday (Article VII 4 B), the employee shall be compensated in accordance with this Section 10 or the provisions of Section 4C of this Article IV, whichever is greater.

**B.** The minimum compensation is not to apply in cases where an employee reports for work immediately preceding his scheduled working hours of a W-day and the minimum time period overlaps his scheduled hours.

## **Section 11. Overtime Premium**

**A.** The Company shall provide an overtime premium payment to an employee that is equivalent to 5% of total overtime compensation earned by the employee, payable each pay period in accordance with the formula described in the Summary of Agreement dated July 2, 1982.

## **Section 12. Job Canceled**

**A.** Employees will be informed of job cancellations as soon as possible.

**B.** The minimum compensation referred to in Sections 9 and 10 of this Article IV will not apply:

- (1) When a call-out is canceled and the employee is notified before leaving home.

- (2) When a prearranged job scheduled for Saturday is canceled and the employee is notified of the cancellation by quitting time of his last scheduled workday.
- (3) When a prearranged job scheduled for Sunday is canceled.

**NOTE:** It is the scheduled employee's responsibility to contact a predetermined employee after 7:00 P.M. Saturday but prior to the starting time of the prearranged job to determine whether there has been a cancellation.

- (4) When a prearranged job, for any time other than Sub-Section (2) and (3) above, is canceled and the employee is notified before he leaves home and at least one (1) hour before he is scheduled to report at Headquarters or on the job.

**C.** If the job is canceled after the time limitations specified in Paragraph B (2), (3) and (4) of this Section 12, the employee may elect to either report or accept the job cancellation. If reporting, they will be given First Aid, Safety or other instructions or other work, and will be allowed the minimum compensation, provided they accept these miscellaneous assignments. If the employee accepts the job cancellation and elects not to report to work, the minimum compensation shall not apply. Employees who report for work and are not offered any other assignments will be eligible for the minimum compensation.

### **Section 13. Shift Differentials**

**A.** A shift differential for hours worked will be paid to employees working on an established rotating or alternating shift job or an established fixed shift job whose shift is regularly scheduled to start during the Afternoon Shift or Night Shift as part of their regular work week.

**B.** A shift differential will be paid as an addition to the regular straight time hourly rate to an employee who is regularly scheduled and works on the Day Shift, Afternoon Shift or Night Shift Saturday or Sunday; the Afternoon Shift or Night Shift, Monday through Friday, as follows:

STARTING TIME	SHIFT	SHIFT DIFFERENTIAL
5:00 A.M. to 12:59 P.M.	Day (Monday to Friday)	None
5:00 A.M. to 12:59 P.M.	Day (Saturday or Sunday)	\$1.25 per hour*
1:00 P.M. to 8:59 P.M.	Afternoon	\$1.25 per hour*
9:00 P.M. to 4:59 A.M.	Night	\$1.25 per hour*

\*Shift Differential per hour rates will be effective and increased as follows: **June 24, 2002** to \$1.30, **May 12, 2003** to \$1.35, and **May 10, 2004** to \$1.40, **May 9, 2005** to \$1.45 per hour.

**C.** For purposes of applying the aforesaid shift differential, all hours of the regularly scheduled work day period worked by an employee shall be considered as worked on the shift on which he is scheduled and starts work.

**D.** Shift differential shall be computed at the appropriate rate of pay up to a maximum of double time the shift differential applicable to the shift in which the overtime hours occurred.

**E.** An employee temporarily assigned to work in a shift job, or as a replacement for a regular employee in a shift job, shall be paid for the hours so worked the shift differential applicable to the assigned shift job.

**F.** A shift differential will not be allowed in connection with payment for any overtime worked outside the time limits of his normal regular day schedule by an employee assigned to day work. However, such an employee whose entire regularly scheduled straight time work-day period is temporarily changed to start during the Day Shift, Afternoon

Shift or Night Shift Saturday or Sunday; the Afternoon Shift or Night Shift, Monday through Friday shall be paid as an addition to his straight time rate the shift differential applicable to the changed shift on which the employee starts work, until he is returned to his regular schedule.

G. No shift differential shall be included in pay received for vacation, sick leave, jury duty, holiday off with pay, other time off with pay, for holiday pay on a holiday worked or in the calculation of minimum pay under the call-out provisions included in this Agreement.

## **ARTICLE V SENIORITY**

### **Section 1. New Employees**

A. Seniority will be credited to an employee only after six (6) months of continuous employment but shall include this first six (6) months' period. During this six (6)-month period, the employee shall be considered probationary and the Company shall have the sole and exclusive right to discharge such employee and Article III of the Agreement shall not apply.

### **Section 2. Promotions – Transfers – Demotions**

A. The Company will give preference to the employee with seniority when fitness and ability among employees are substantially equal in considering them for the purpose of promotion, transfer or demotion.

B. For such purposes, employees in an established line of progression (such as operating jobs within a power plant, jobs within a coal gang, and line workers systemwide) will be considered before those not in that line of progression.

C. When non-supervisory employees covered by this Agreement are placed in supervisory jobs, their seniority, for this purpose, will be determined by the following:

**(1) Temporary**

- (a) Non-supervisory employees who are promoted to supervisory positions when there is a temporary increase in work load; when additional temporary supervisory manpower is essential; or when other comparable situations arise have a right to return to their former job classification at their former work location for a period of six (6) months following their promotion; however, the employee will not accrue 1600 or job seniority for time spent as a supervisor and they will not pay Union dues or remain on the call-out roster. In this situation, 1600 or job seniority will not be a criteria for selection. In order to maintain rights in their former Union job, they must be returned to non-supervisory status within six (6) months of the temporary promotion. If they return after the six (6)-month period, they will be placed in an entry level position and for 1600 or job seniority purposes will only be considered to be ahead of other employees with less than six (6) months of Company Service. It is further understood that the utilization of this provision is not intended to provide temporary supervisors on a continual basis to circumvent the creation of permanent supervisors.
- (b) Non-supervisory employees temporarily promoted to supervisory positions as replacements for supervisors who are off duty will be selected basically by job seniority at the work location provided fitness and ability are substantially equal. In this situation the employee will continue to accrue job Seniority, pay Union

dues, and remain on the call-out roster. Pay treatment will be in accordance with Article VI, Section 4, Paragraph A of this Agreement.

**(2) Permanent**

- (a) Non-supervisory employees who are promoted to supervisory positions have a right to return to their former job classification at their former work location for a period of twelve (12) months following their promotion. However, the employee will not accrue 1600 or job seniority for the time spent as a supervisor and they will not pay Union dues or remain on the call-out roster. In order to maintain rights in their former Union job, they must be returned to non-supervisory status within twelve (12) months of the promotion. If they return after the twelve (12)-month period, they will be placed in an entry level position and for 1600 seniority purposes will only be considered to be ahead of other employees with less than six (6) months of Company Service.
- (b) When former non-supervisory employees have held a supervisory position for twelve (12) months or longer and are returned to non-supervisory jobs, for disability reasons only, they will be placed in such a manner as to be able to perform meaningful work without adversely affecting the job seniority or overtime of employees in that line of progression. These cases will be referred to the Disability Committee for resolution.

- D. (1)** A transfer in this Paragraph D is defined as a change from one job to another in the same job classification and progression line.



- (2) Employees cannot transfer to a job in the same progression line or change jobs to other progression lines during the first six (6) months of employment. Employees will be considered for promotions in their line of progression during the first six (6) months of employment based on their ability and job seniority. For posted job vacancies, employees with less than six (6) months' Company Service may submit job bidding forms. However, only employees who have attained six (6) months' Company Service must be given consideration for the posted job.
- (3) Transfer requests shall be made in writing by the employee before a vacancy exists and employees shall forward a copy to the Local Union Business Office. For seniority purposes, employees requesting a transfer will be considered on the basis of their job seniority in comparison to the job seniority of employees in the next lower job classification in the progression line. Transferred employees will retain their job seniority date for promotional purposes only.
- (4) Employees with more than six (6) months Company Service voluntarily requesting a transfer within the same job classification and same progression line are restricted to one (1) transfer every five (5) years for each job classification. **This applies to all job classifications and all progression lines. No transfer requests will be allowed across progression lines.**

**An employee who was displaced and obtains a job at a different facility within their progression line will have no time limits for honoring transfer letters as long as they are**

attempting to return to the facility they were originally displaced from. This would also apply if they were attempting to return to any closer facility within their progression line. For example, if an employee was displaced from a job at the Harrisburg SC, and obtained a job in the placement process at the Newport SC, he would be allowed to submit transfer requests to either West Shore SC or Harrisburg SC without the five (5)-year restriction.

- (5) Employees in the Office Jobs Concept with more than six (6) months Company Service requesting to change jobs to other progression lines must enter those progression lines at bottom entry level jobs. For seniority purposes, employees changing jobs to other progression lines will receive a new job seniority date effective the start of the first pay period after notification of selection.
- (6) Employees with more than six (6) months Company Service transferring on posted job vacancies will not be restricted to the one (1) transfer rule. For seniority purposes, employees transferring on a posted job vacancy within the same progression line will retain their original job seniority date. Employees who change jobs to other progression lines as a result of bidding on a posted job vacancy will receive a new job seniority date effective the start of the first pay period after notification of selection.
- (7) Voluntary return rights within the first six (6) months of a job change shall be restricted to progression line promotions and posted jobs. **Employees who accept a posted position at a location and voluntarily return during their probationary period**

**will not be permitted to rebid the same job classification at that location for four (4) years.**

- (8) Employees entering Apprenticeship Programs on or after August 2, 1982 are restricted from bidding into other Apprenticeship Programs after the six (6)-month probationary period has been completed.

E. The Company may administer tests for determining the aptitudes of employees being considered for entry level positions and for entry into formal training programs. After suitable training, tests of achievement and ability may be administered for the purpose of determining qualifications for progression within formal training programs, and to comply with governmental regulations.

Employees will not be required to successfully complete tests to retain a job classification unless periodic testing is specifically required as a part of a formal training program or by governmental regulations. If an employee successfully performs a job for **six (6) months within the past five (5) years** without having taken the appropriate entry test(s), this test(s) will be waived for this employee.

**Employees who fail a minimum entry test two (2) times will be restricted from re-testing for a period of six (6) months from the date of the second test. If the employee can show the Company that they have made efforts to improve their skills, the six (6) month restriction will be waived.**

Employees who meet or exceed test cut-off scores will be considered to have passed the test on an equal basis, and will be considered for job openings in accordance with Article V, Section 2, Paragraph A of the Labor Agreement.

The confidentiality of all tests shall be preserved and actual test questions, employee answer sheets and individual test scores will not be released by the Company.

The Company will review actual test questions and results with employees upon request, for all skill assessment tests for purposes of identifying strengths and weaknesses. Upon request the Company will continue its practice of reviewing the areas of strengths and weaknesses related to aptitude tests with employees.

If a question arises regarding test administration or the validity of a test relative to the job in question, it may be submitted through the Grievance Procedure of Article III for resolution. It is further understood that tests and agreements on testing reached prior to August 2, 1982 will remain in effect and for the purpose of filling job vacancies, the Company may administer tests to determine job qualifications, which will be discussed with the Union prior to implementation. Any resulting disputes may be submitted through the Grievance Procedure.

F. If an employee voluntarily quits, or was discharged for cause, and is rehired, he will not receive credit for his previous period of Company Service. If an employee is re-employed within **two** (2) years after layoff, he will receive credit for Company Service and 1600 Seniority, but will be given a new job seniority date.

G. Seniority will not be considered when it is necessary to rearrange temporarily an employee's duties to meet an emergency.

H. The Company will notify the Local Union President before the effective date of any promotion, transfer, demotion or lay off. If a disagreement arises concerning the Company's decision involving fitness, ability and/or seniority, such disagreement may be submitted under Article III of this Agreement.

I. The Company will provide the Union with monthly computer updates of employee information as agreed to in the Memorandum of Agreement signed April 6, 1987.

**J.** If an employee, selected to fill a job vacancy, is delayed in reporting to such job because the Company is unable to release him, he will be credited with seniority from the start of the first pay period after the notification of his selection. If the new job represents a promotion for the employee, the employee will receive the appropriate pay credit two (2) pay periods following the start of seniority credit, and will be considered on probation for a period of six (6) months from the day the employee reports to the new job. In the event the new job represents a transfer or demotion, the employee will receive the appropriate pay credit and begin the six (6) months probationary period at the time the employee actually reports to the new job.

**K.** Voluntary and involuntary job changes shall be handled as follows:

- (1) When employees voluntarily or involuntarily demote in the same line of progression during the six (6) months' probationary period, they will demote to their former job classification at their former work location. They will receive job seniority in the lower classification for all time spent in the higher classification. Employees voluntarily or involuntarily returning from a job in another line of progression during the six (6) months' probationary period will return to the job classification at the work location where they last satisfactorily completed their probationary period. Employees voluntarily returning will receive no seniority credit in the job they return to for the time spent in the other progression line. However, seniority credit will be resumed starting with the first pay period after receipt of their written request to return. Employees involuntarily returning will receive seniority credit in the job they return to for the time spent in the other progression line.

- (2) When employees involuntarily demote in their progression line after the six (6) months' probationary period for reasons other than displacements, they will return to the next lower job classification they are capable of performing satisfactorily, which may result in subsequent promotions for other employees in the line of progression, unless a vacancy exists in the lower classification. Employees will receive job seniority credit in the lower job classification for the time spent in the higher classification.
- (3) When it is necessary to involuntarily return employees to jobs outside their progression line after the six (6) months' probationary period, consideration will be given to the employee's previous Company Service and experience. New seniority date for progression line and/or department service shall be established effective the date of the employee's return. If such employees are returned to the job they previously held because a non-supervisory employee promoted to a supervisory position and subsequently returns within twelve (12) months of that promotion, the returned employee will receive seniority credit in the job they return to for the time spent in the other progression line.
- (4) To demote voluntarily after the six (6) months' probationary period, employees may request to be placed in a vacancy in a lower job classification in the progression line they satisfactorily held, unless the lower job was not in the progression line when the employee promoted to the higher job. In this instance, the employee can demote to a position they did not hold. If a vacancy is not available

and it is possible to demote the employee to a job classification he satisfactorily held in the progression line through subsequent promotions in the progression line, with the approval of the Company and Local Union Office, such a move may be initiated. For job seniority purposes, the employee will receive no seniority credit in the lower classification for time spent in the higher classification. However, if the employee subsequently promotes to the higher classification, he will be credited with the time previously held in the higher classification.

- (5) When a vacancy occurs within a progression line and employee requests for demotion and/or transfer are on record prior to the vacancy, they will be considered along with promotional candidates. Employees shall forward a copy of the demotion or transfer request to the Local Union Business Office. For seniority purposes, the consideration order will be determined by comparing their job seniority in their respective job classifications. The employee with the greatest job seniority date will receive first consideration.

#### **L. Posting Jobs**

When a vacancy exists and a replacement is not available from the method of filling vacancies prescribed in Section 2 of this Article V, the Local Union Chief Steward and the responsible Management representatives shall arrange to post, for seven (7) calendar days, a notice of the vacancy to the extent deemed necessary and receive bids for the job. Employees desiring to be considered must make application during the prescribed period to the appropriate Management representatives and shall forward a copy to the Local Union Business Office. The Local Union Office and

the employees making application will be notified of the results of each posting and the IBEW Local 1600 Seniority date used to select the successful bidder.

### **M. Entry Level Jobs**

- (1) When vacancies exist in the following entry level jobs, they shall be filled in the subsequent manner:

Building Custodian-Susquehanna

Drafter-Level I

Handyman-Susquehanna S.E.S. :

Handyman-System Crews

**Loading Dock Worker**

Mail Clerk

Protective Equipment Test Helper

Surveyor Level I

Technician-Trainee

Transportation Handyman

- (a) The first and second vacancy shall be posted systemwide for all employees. For seniority purposes they will be considered on the basis of their I.B.E.W. Local 1600 Seniority.
- (b) The third vacancy shall be filled by a newly hired employee. If no one bids the first or second vacancy, a new employee will be hired.
- (2) The jobs of Steno/Clerk-Entry, Customer Service Clerk, Operator-Printing Services, Assistant Operator-Office Services, Clerk-Cash Receipts, Helper-**FS/RM**, Administrative Support Clerk, Telemarketing **Clerk**, **Enrollment/Billing Clerk**, and Assembler will be filled by newly hired employees.

Employees may submit a written request for a job change to a vacancy in the positions of Helper-**FS/RM** and Assembler



and will be considered for every third vacancy provided they are qualified to perform the job.

Employees in the Office Jobs Concept may submit a written request for a job change to a vacancy in the positions of Steno/Clerk-Entry, Customer Service Clerk, Operator-Printing Services, Assistant Operator-Office Services, **Mail Clerk, Enrollment/Billing Clerk,** and Clerk-Cash Receipts, and will be given consideration for vacancies in accordance with Exhibit I. Employees outside the Office Jobs Concept may also request to fill a vacancy in one of these positions and will be considered for every third vacancy in accordance with Exhibit I, provided all requests from Office Jobs Concept employees are considered and they are qualified to perform the job. When several employee requests are on record for an Office Jobs Concept vacancy and they meet the selection criteria for a job vacancy, the qualified candidates shall be considered on the basis of their I.B.E.W. Local 1600 Seniority.

#### **N. Above Entry Level Jobs**

- (1) For those Advanced Level Office Jobs Concept positions in the General Office that are posted, General Office OJC employees will receive first consideration. For seniority purposes they will be considered on the basis of their General Office OJC seniority. If no one successfully bids the vacancy, it will be posted systemwide in accordance with Paragraph (2).
- (2) If vacancies occur in other jobs and they cannot be filled in accordance with normal procedures, they shall be posted systemwide for all employees. For seniority purposes, they will be considered on the basis of their IBEW Local 1600 Seniority.

- (3) If no one successfully bids the vacancy, a new employee will be hired.

O. In the event the successful bidder for a posted job returns to his/her former job classification within the six (6) months' probationary period, the same job vacancy number and list of bidders will be utilized to fill the vacancy. However, if the successful bidder promotes in the line of progression or bids and accepts another posted job vacancy during the six (6) months' probationary period, the vacated job will be filled in accordance with the requirements of the next vacancy number.

P. Female employees in the Office Jobs Concept who successfully bid or accept one of the entry-level jobs listed in this Paragraph P; and minority male employees, as defined by the EEOC, **holding any of the job titles found in Article XII, Section 1, Paragraph B**, who bid and accept one of the entry-level jobs listed in this Paragraph P (excluding Helper-**FS/RM**), shall not have their regular rate of pay reduced from that which they received in their former jobs. The red-tagged rates continue to apply if they subsequently promote in these progression lines. They will receive all applicable pay increases or portions thereof when the maximum rate of the job they are performing equals or exceeds their red-tagged rate of pay. The red-tagged rates of pay will not apply to female and minority employees who subsequently bid and accept a job other than the entry-level jobs listed:

- Helper-**FS/RM**
- Handyman-Susquehanna
- Handyman-System Crew
- Protective Equipment Test Helper
- Surveyor Level I
- Transportation Handyman

**NOTE:** The red-tagging option will be granted once in an employee's career. In addition, eligible employees who bid and are awarded a position at a red-tagged rate of pay and who return within the probationary period will lose their red-tagged rate of pay and will have no further opportunity to utilize the red-tagging option.

**Q.** For purposes of this Agreement, I.B.E.W. Local 1600 Seniority shall constitute all service accrued in the former Employees Independent Association, former I.B.E.W. Local 1520, former U.W.U.A., former Hershey Electric Company, former Pennsylvania Mines Corporation, and any time in I.B.E.W. Local 1600.

### **Section 3. Lay Off**

**A. <6 Months** Employees with less than six (6) months service are subject to lay off without regard to function or departmental manpower requirements. During this six (6) months period, the Company shall have the sole and exclusive right to lay off such employee and Article III of the Agreement shall not apply.

**B. ≥6 Months** Regular, full-time employees covered by this Agreement with six (6)-months or more service may be subject to lay off in accordance with this Article.

**C. Notification** The Company will notify full-time employees ten (10) working days, exclusive of Saturdays, Sundays and holidays, prior to the effective date of lay off, provided such employee has attained 6 months of continuous service.

### **Section 4. Specific Temporary Employees**

**A.** Personnel employed by the Company for temporary work, not to exceed nine (9) months, shall be designated as "specific temporary." They shall not accrue job seniority and/

or Company Service for the duration of their employment, and shall have no bidding rights. Upon completion of the temporary work, they shall be terminated.

The rate of pay for specific temporaries shall be no less than the minimum of the job classification for which they are employed, not to exceed the equivalent of a B-3 rate of pay. They will be required to comply with Article II, Section 1 of this Agreement. Employee benefits and entitlements will be limited to: Workers' Compensation and Accidental Death and Dismemberment Insurance; time and one half for all hours over eight (8) on a W-Day; time and one half for all hours worked on the first ST-Day; time and one half for all hours worked on a holiday; double time for all hours worked on the second ST-Day; double time for sixteen (16) or more consecutive hours; change of shift premium; shift differential and meal allowances. The Company will have the sole and exclusive right to terminate such employees and Article III of the Agreement shall not apply.

This provision will not limit the Company's right to contract out work as stated in Article II, Section 5, Paragraph D or Article XII Section 2 A.

### **Section 5. Part-Time Employees**

**A.** Personnel employed by the Company for situations where there is no need for a full-time position, less than 20 hours per week, shall be designated as "part-time worker." The need for using such employees will be reviewed with representatives of Local 1600 prior to the commencement of such work. If there is a reduction in the workload at any location in such classifications the part-time employees will be released prior to affecting the full-time employees.

**B.** The rate of pay for part-time employees will be the first step of the appropriate salary table for the classification of work for which they are hired. With satisfactory perfor-

mance, progress to the subsequent salary table steps will be at 26 pay period intervals. Part-time employees will be eligible to bid on full-time positions based on their qualifications prior to the hiring of a new full-time employee. They will be considered after all full-time employees who bid the same vacancy. Their seniority rights relative to other part-time employees will be based on their respective dates of hire.

**C.** Employee benefits will be limited to: Health Care Coverage - eligible after 30 days of employment with employee payment of 20%; Vacation - forty (40) hours a year after one year of employment; Holiday Pay - eligible if a regularly scheduled W-day; Personal Time Off (Mini-Vacation) - eight hours mini-vacation per year; Sick Leave - up to 24 hours per year after three (3) months of employment; Employee Savings Plan - eligible after one year of employment; Flexible Spending Accounts - eligible after one year employment; Accidental Death or Dismemberment - equal to three (3) times annualized base pay; Group Life Insurance - \$10,000 and Workers' Compensation - eligible.

**D.** Specific rules and guidelines for part-time employees in the Customer Care Center are addressed in Article XIII.

## **ARTICLE VI**

### **JOB DESCRIPTIONS, CLASSIFICATIONS AND SALARY TABLE PROCEDURES**

#### **Section 1. Job Descriptions - Classifications**

**A.** The Company will maintain job titles and descriptions, job classifications and salary tables in order to secure a uniform and orderly method of determining compensation for various duties performed.

**B.** The Company will prepare new or eliminate old job titles and descriptions or otherwise revise or modify them

when necessary to meet changed conditions. Requests for new jobs and requests for re-evaluation for existing jobs will be handled in accordance with Exhibit N.

C. The job description for each employee describes, in general, his responsibilities and the duties he is expected to perform. These duties include other work for limited periods when necessary to meet service requirements or to substitute for sickness or vacation; or when normal work is slack; or while training for advancement to higher jobs.

D. The number of employees in each job title is limited by the amount and the nature of the work to be done. If a job vacancy occurs, the Company will notify the Union within three (3) weeks thereafter whether such vacancy will be filled.

## **Section 2. Salary and Hourly Wage Tables**

A. This agreement provides for general wage increases of 3.5% effective May 13, 2002; 3.4% effective May 12, 2003; 3.5% effective May 10, 2004, and 3.45% effective May 9, 2005.

B. See Exhibit A for Salary and Hourly Wage Tables

## **Section 3. Combination Jobs**

A. When an employee has a relief or utility job title and regularly works in two or more job classifications covered by this Agreement, the rate of pay for this combination job shall be the average of the rates applicable to the two highest jobs in which he regularly works.

## **Section 4. Temporary Transfers or Substitutions**

A. When an employee temporarily relieves or substitutes for an employee in a higher classification who is off duty with regular pay due to sickness or injury, he shall be paid at the rate of his regular classification during such period of substitution. When the pay of the relieved employee is reduced during the period of substitution, or the

relieved employee has been off duty for four (4) pay periods, the employee selected to fill the job shall then be paid the appropriate rate of the relieved employee's classification. When an employee temporarily relieves or substitutes for an employee in a higher classification due to vacation or other absence, he shall be paid at the rate of his regular classification during such period of substitution.

**B.** An employee who temporarily relieves or substitutes for an employee in a lower classification shall continue to receive the pay of his regular classification.

**C.** When one employee is substituted for another in a shift position, and a choice cannot be made without overtime, an employee with the same job title as the absent employee will be selected where possible. This provision will not increase overtime payments over the minimum necessary to accomplish substitution.

## **Section 5. Salary Progression for New, Reemployed, Rehired, Promoted, Transferred and Demoted Employees**

**A. NEW EMPLOYEES** hired to fill any of the jobs covered by this Agreement shall be considered probationary for the first six (6) months of their employment. For jobs with multiple step increases, they shall be hired at the First Step and will receive the Second Step at the end of six (6) months, if they are to be continued in the Company's employ beyond the end of that period. **Employees on the "A" salary table receive step increases in accordance with the appropriate Apprentice Program agreements.**

**B. STEP INCREASES FOR NEW EMPLOYEES** who have completed their probationary period and who are performing satisfactorily in their jobs shall be made at salary table intervals measured from the date the Second Step was attained.

### **C. REEMPLOYED EMPLOYEES:**

- (1) Those who had been laid off, but still retain their 1600 Seniority and Company Service, will be given the salary table rate to which they are entitled by a consideration of their Company Service. First step if Company Service is less than one (1) year; second step if Company Service is one (1) year or more but less than 5 years; third step if Company Service is five (5) years or more.
- (2) Step increases for reemployed employees who are performing satisfactorily in their new jobs shall be made at salary table intervals.

### **D. REHIRED EMPLOYEES**

- (1) Those who resigned, were discharged, or were laid off and no longer retain their 1600 Seniority or Company Service, will be given:
  - (a) The First Step, if their previous service with the Company was less than one (1) year.
  - (b) The Second Step, if their previous service with the Company was one (1) year or more.

**E. PROMOTED EMPLOYEES** are those assigned to a job in a higher classification for which the maximum weekly rate is \$5.00 or more above the maximum rate for the old job. They will be considered as on probation for the first six (6) months in the new job. The salary table step for promoted employees will be the next higher rate above their present rate which provides an increase of \$5.00 per week, or the Third Step of the new rate (provided they have attained five (5) years Company Service), whichever is greater. Whenever the promotion date coincides with the date for a step increase, the step increase shall be made and the rate for promotion then determined.



Salary step treatment for employees on the "F" Table with less than two (2) years Company Service who promote to a new salary table group will be determined as follows:

- (1) Select "B" Table salary group that has a maximum rate corresponding to the "F" Table hourly rate.
- (2) Convert Company Service to a step on the "B" Table salary group.
- (3) Apply rules for promotion from that step to the new salary table group.
- (4) The next step increase will be based on Company Service.

#### **F. STEP INCREASES FOR PROMOTED EMPLOYEES**

who have completed their probationary period and who are performing satisfactorily in their jobs shall be made at salary table intervals measured from the date of promotion, except:

- (1) If the amount of the promotion increase of the new job is \$5.00 or more but still less than the amount of the next step increase the employee would have received in his old job, the date of his next step increase will be the date on which he would have received a step increase in the old job.

**G. TRANSFERRED EMPLOYEES** are those assigned to another job for which the maximum weekly rate is less than \$5.00 above or below the maximum rate for the old job. They will be on probation for the first six (6) months in the new job. Transferred employees will receive the salary table step for the new job corresponding to the step they attained on the old job. The next step date will remain the same. Employees transferring from single rate jobs on the "F" Table to another salary table who have less than two (2) years' Company Service will receive the salary step corresponding to their Company Service. The next step increase will be based on Company Service.

**H. "A" SALARY TABLE:** When employees on the "A" Salary Table change jobs to another salary table, their current step rate will be utilized to determine promotion, transfer or demotion.

**I. DEFERRED STEP INCREASES:** Step increases for employees who have been off duty for one (1) pay period or more; for reasons other than vacation, or step increases for employees on modified duty who are not performing the primary duties of their job description will be postponed for a corresponding period.

**J. UNSATISFACTORY PERFORMANCE:**

- (1) Any employee who is not performing satisfactorily in his job will be subject to demotion and, in unusual cases, to discharge. If he is an employee who has completed his period of probation but has not reached the maximum rate for his job, he will, if his progress in the job is unsatisfactory, also be subject to having his step increases held up until satisfactory progress is shown.
- (2) No action will be taken in accordance with the above until the employee has been forewarned by his supervisor and the reasons why his performance or progress is considered unsatisfactory fully explained to him. In all such cases, the Union's accredited representative will be kept informed regarding the employee's status and any contemplated change in his status.
- (3) When it is necessary to demote an employee due to his inability to perform his job, he will be given as much notice as possible and his salary rate will be reduced in accordance with the provisions of Paragraph K (2) or (3).

**K. DEMOTIONS** occur when employees change to jobs whose maximum weekly rate is \$5.00 or more below the maximum rate for their present job.

- (1) When it is necessary to demote an employee in connection with a job change as a result of the provisions in Article X, (Placement Process) and Article VIII, Section 10, Paragraph C (Disabled Employees), he will be given as much notice as possible, and shall have his salary reduced in 25% increments every 6 months for a period of 18 months in order to reach the appropriate rate of pay of the lower job. The first reduction will occur when the employee physically reports to the job.
- (2) When it is necessary to demote an employee because he has failed to meet the job requirements while on probation or upon completion of a temporary job, his salary rate will be reduced to the step he would have attained in his former job. The reduction in salary rate will be made immediately upon the employee assuming the duties of the lower job. The same procedure will apply when the demotion to his former job classification is at his request and for his personal advantage during the probationary period.
- (3) When employees demote after the probationary period, their salary will be reduced to the step for which their Company Service qualifies them or the next lower step rate below their present rate whichever is less except as provided in Article V, Section 2, Paragraph P. The reduction in salary will be made immediately upon the employees assuming the duties of the lower job and subsequent step increases will follow in six (6) months or be determined by their Company Service depending on the method used to determine the rate.

**L. TIME INTERVALS:** The time intervals referred to in this Section 5 of Article VI shall be interpreted as follows, in conformance with present practices and interpretations.

<u>Monthly Interval</u>	<u>Equivalent Bi-Weekly Time Interval</u>
6 Months or 1/2 Year	13 Bi-Weekly Pay Periods
12 Months or 1 Year	26 Bi-Weekly Pay Periods
18 Months	39 Bi-Weekly Pay Periods

**M. EFFECTIVE DATES:** The salary changes referred to in this Section 5 of Article VI shall become effective at the beginning of the payroll period following completion of the prescribed period of employment.

### **Section 6. Bi-Weekly Pay Days**

**A.** Bi-weekly salary and overtime for the current pay period will be paid on or before the fifth calendar day after the close of the pay period.

**B.** All paper pay checks and paper direct deposit advices will be mailed to an employee's specified address via the United States Postal Service. The Company will continue its current payroll practices of depositing pay checks in the mail 2 days before payday (e.g., Wednesday for a Friday payday) in an effort to ensure that employees will receive their checks on payday. The Company will continue to provide electronic payment (i.e., direct deposit) options to employees which will ensure that the employee's pay is deposited to their account and the funds are available on payday. If the Company fails to meet the deadlines specified above, the Company will reimburse employees for any resulting reasonable late fees or banking fees directly related to the Company not meeting the deadlines specified above.

**ARTICLE VII**  
**VACATION, LONGEVITY PAY, HOLIDAYS**  
**FOR FULL-TIME EMPLOYEES**

**Section 1. Vacation Allowance**

**A.** An employee having a period of employment with the Company of at least one (1) year shall be entitled to vacation allowances as shown below:

<u>Period of Employment</u>	<u>Vacation Allowance</u>
1 Year But Less Than 2 Years	40 Hours ( 5 Days)
2 Years But Less Than 5 Years	80 Hours (10 Days)
5 Years But Less Than 6 Years	88 Hours (11 Days)
6 Years But Less Than 7 Years	96 Hours (12 Days)
7 Years But Less Than 8 Years	104 Hours (13 Days)
8 Years But Less Than 15 Years	120 Hours (15 Days)
15 Years But Less Than 22 Years	160 Hours (20 Days)
22 Years But Less Than 30 Years	200 Hours (25 Days)
30 Years Or More	240 Hours (30 Days)

**B.** Subject to the provisions covered in Sections 3 A and 3 B of this Article, an employee may elect to take any vacation allowance in excess of eighty (80) hours (ten (10) days) as longevity pay.

**C.** All vacation and longevity pay will be regular pay (based on salary tables) the employee would have received on his regular job. Longevity pay shall be paid on the basis of the employee's regular straight time rate in effect for the last complete pay period in November of each year and paid on the regular pay day for that pay period.

**D.** Employees leaving the Company due to a lay off will have the option to retain or be paid for their remaining vaca-

tion allotment. This allotment must be utilized/paid by year end. If reinstated, such employees must work for a period of four (4) pay periods before receiving any accrued vacation allowance. Employees leaving the Company due to a leave of absence will have the option to retain five (5) days of their vacation allowance. They will be eligible to take any remaining and accrued vacation allowance two (2) pay periods after reinstatement. In both cases, vacation allowance will be prorated on the basis of the actual time worked by the employees in the previous year.

**E. Employees may convert eight (8) or sixteen (16) hours of their annual vacation allowance to Personal Time Off (Mini-Vacation). Employees are required to submit their request for this conversion to the Company prior to November 1<sup>st</sup> of the previous year.**

## **Section 2. Period of Employment**

**A.** An employee shall be considered to have had a period of employment of one (1) year as soon as he has been on the payroll twelve (12) full calendar months and shall be entitled to his first vacation in the calendar year during which he completes his first year of employment.

**B.** The periods of employment referred to in this Article VII shall be similarly measured.

**C.** For these purposes if a year of employment is completed between December 1 and December 31, inclusive, it will be considered as having been completed on November 30.

**D.** An employee's Company Service and 1600 Seniority shall terminate when he quits, is discharged for cause, is laid off and fails to return to work after due notice or has not been recalled to work within twenty-four (24) months after the date laid off. If rehired new Company Service and 1600 Seniority dates will be established.

### **Section 3. Qualifications and Regulations—Vacations and Longevity Allowances**

**A.** Vacation schedules covering the period from January 1 to March 31 of each year shall be prepared on or before November 1 of the preceding year. Schedules covering the period from April 1 to December 31 shall be prepared on or before March 1 of that year. These schedules shall be considered tentative and may be modified by, or with the approval of, the Department Head as unforeseen conditions develop.

**B.** These schedules shall be prepared by the Department Head using as a basis dates (first, second and third choices) selected by the employees. It shall be the responsibility of the Department Head to schedule these vacations throughout the entire year in order that the Company's business and operation may continue in an efficient manner. Whenever there is a conflict in dates, it will become a matter to be straightened out between the employees involved. If this procedure fails, the Department Head will decide the matter, taking into consideration length of service of the employees involved, the reasonableness of each employee's claim to the particular time, the settlement of similar conflicts in previous years and all other pertinent factors.

**C.** A vacation may begin at any time provided it is properly coordinated with the vacation periods of other employees involved.

**D.** Except as provided in Section 3 K of this Article, vacations may be split into periods of not less than eight (8) scheduled hours, with the approval of the Department Head.

**E.** All scheduled hours elapsing while an employee is on vacation shall be counted as a part of the vacation except that when a Contract Holiday falls on any W-day in the period, it shall not be counted as vacation.

**F.** Vacations shall not be postponed by the Company to avoid paying overtime.

**G.** An employee who is in the Company's employ on December 31 of any current calendar year, or the next preceding work day to such date, and whose employment with the Company does not terminate on such day, and employees laid off December 31 shall be entitled in the next succeeding calendar year to the same vacation period, including longevity allowance, to which he was entitled during the said current calendar year. However, an employee who initially during such succeeding calendar year becomes entitled to increased vacation or longevity allowance under Paragraph A of Section 1 of this Article VII, upon meeting the eligibility requirements of said Sections shall be entitled to the vacation allowance therein provided.

**H.** In event of termination of employment of an employee for any cause prior to taking of the full vacation allowance or payment of longevity allowance to which he is entitled as provided in the next preceding Paragraph, such employee shall be paid the longevity allowance, if any, and an amount of vacation pay (as defined in Section 1 C of this Article VII) in lieu of such vacation allowance equivalent to the pay which he would have received in respect of such vacation period or the part thereof not completed, had such vacation been taken immediately prior to such employment termination. In the event of termination of employment due to death of an employee who has not received the vacation or longevity pay to which he is entitled, payment will be made to the person legally entitled thereto for his vacation and longevity allowance less any portion of that allowance the employee had previously received.

**I.** In addition to the vacation and longevity allowance provided in the foregoing provisions of this Article, an employee who retires shall receive an additional allowance.



This allowance shall be determined by applying to his regular vacation and longevity entitlement for the current calendar year the same ratio as the number of full calendar months worked in the current calendar year bears to twelve (12) months and rounding the result to the nearest multiple of eight (8) hours. For the purpose of this Paragraph, an employee whose employment terminates because of long term disability shall be considered as one who retires. An additional allowance determined in the same manner will be paid to the person legally entitled thereto for an employee who dies.

**J.** Except as provided in Section 3 K of this Article, vacation allowance not taken in the calendar year during which the employee is entitled thereto cannot be accumulated and added to the vacation allowance of succeeding year or years unless the employee was prevented from taking his full vacation allowance because of illness, injury or at supervisory request with mutual agreement. Unused vacation allowance as a result of illness or injury shall be taken as soon as it can be scheduled after the first full pay period following the employee's return to work; and in the case of supervisory request, within the first three (3) months of the succeeding calendar year. When an employee is permitted to take such vacation, it shall not be considered part of the employee's vacation entitlement for any succeeding calendar year under the provisions of Section 3 G of this Article.

**K.** An employee with a period of employment of eight (8) or more years, subject to the approval of the Department Head, may elect not to take all his vacation allowance in the calendar year in which he is entitled thereto but may elect to carry over vacation allowance into the succeeding calendar year under the following conditions:

- (1) A minimum of forty (40) hours (five (5) days) must be carried over and taken in one period within the

first three (3) months of the succeeding calendar year.

- (2) Eligible employees shall indicate their intent to carry over vacation as early as possible in the current year but, in no event, later than November 1.
  - (3) When an employee is permitted to take such vacation, it shall not be considered part of the employee's vacation entitlement for any succeeding calendar year under the provisions of Section 3 G of this Article.
- L. (1) When an employee is off duty because of sickness or injury at the time his vacation is scheduled to begin, the vacation may be rescheduled.
- (2) Employees who become hospitalized while on vacation may reschedule that portion of their vacation which was spent in the hospital, provided the hospitalization was of more than one (1) day's duration and a hospital certificate containing the admission and release dates is submitted to the Company.
  - (3) When sickness or injury occurs after scheduled vacation has begun and the vacation period extends into the succeeding work week(s), the vacation scheduled for the succeeding work week(s) may be rescheduled, provided the employee properly reports off prior to the start of the next work week.

#### **Section 4. Holidays**

**A.** The following legal holidays will be recognized by the Company as Contract Holidays and observed on days when they are nationally observed, except as provided in Para-

graph B of this Section 4: New Year's Day, Presidents' Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day; in addition, the day following Thanksgiving Day and the last Work Day (Monday to Friday, inclusive) preceding the day on which Christmas is observed will be recognized as a Contract Holiday.

**B.** When a Contract Holiday falls on a Sunday, it shall be observed on the following day (Monday) and the premium pay for the holiday shall apply on the Monday only.

When a Contract Holiday falls on a Saturday, the Company shall have the option of observing it on that Saturday and allowing eight (8) hours' pay to those employees who do not work on that day or of designating the preceding Friday or succeeding Monday as the day on which the holiday is observed, and the premium pay shall apply on the day observed only.

**NOTE:** The observances in this Paragraph B are applicable to all employees except Fossil Plant Operators, Coal Yard employees, and Troublemens. Those employees whose schedules include Saturday and/or Sunday as W-days. Those employees will observe the holiday (New Year's Day, Independence Day, Christmas Day, last W-day preceding Christmas) on the actual holiday and the premium pay shall apply to the actual day(s) only.

**C.** When a Contract Holiday is observed on a scheduled W-day, those employees who ordinarily work on that day and who are not required to carry on the Company's essential operations will be given their regularly scheduled hours off with pay. Those employees in positions from which they cannot be spared on the holiday will be compensated in accordance with the provisions of Section 4 C of Article IV.

**D.** When a Contract Holiday is observed on a Monday to Friday ST-day, those employees in positions

from which they can be spared on some W-day during the week will have their work schedule changed so that the holiday becomes a scheduled W-day (which they get off with pay) and another scheduled W-day within that pay period becomes an ST-day. This shall not apply in the case where the Contract Holiday falls within an employee's vacation period. Those employees in positions from which they cannot be spared on any W-day during the week will be allowed eight (8) hours' pay at their regular rate, provided they did not work and receive holiday premium.

E. Employees who are absent with pay on the day before and/or the day after a holiday, due to illness or injury, will receive holiday pay for the holiday. An employee who is absent from work without pay on the W-day preceding a Contract Holiday and the next W-day following a Contract Holiday shall forfeit his right to holiday pay.

F. An employee will not be entitled to any holiday pay until he has attained a period of employment of six (6) months.

## **ARTICLE VIII GENERAL PROVISIONS**

### **Section 1. Sick Pay**

A. Sick pay allowances will be determined by multiplying an individual's number of full years of Company Service completed, up to a maximum of thirty (30), times eighty (80) hours, and subtracting from this total the number of hours allowed with pay for sickness or injury in the preceding seven (7) calendar years and the current year to date. The net hours derived from this calculation, up to a maximum of 2400, represent the number of hours that may be allowed to the employee for time off due to a non-occupational illness or injury. The day an employee becomes ill is the date from which the sick pay entitlement for that period of disability is

determined. Therefore, when a disabled employee crosses an anniversary date of Company Service or the date when the seven-year history under the Plan is updated, any additional entitlement is not available for the period of disability already in progress. However, the additional entitlement is available for future absences upon the employee's return to work.

**B. To be eligible for sick pay, an employee must have completed a period of employment of six (6) months and have properly reported the cause of the absence in accordance with established procedures. New employees who complete their six (6)-month probationary period will be eligible to borrow forty (40) hours of sick pay from the eighty (80) hours that they will be entitled to after one year of employment.**

**C. All cases of illness or injury must be bona fide. If there is a question regarding the nature of the illness or injury, medical certification may be required. False claim for sick pay shall subject employees to disciplinary action.**

**D. Employees are required to furnish medical certification of illness for all absences in excess of five (5) in a pay period year. Employees returning to work from the sixth occurrence of illness, and each subsequent illness within the year, without proper certification, shall have the period of absence charged to "Time Off Without Pay - No Permission."**

- (1) Employees scheduled to work either Saturday or Sunday, who are ill on one or both of these days, and properly report off, shall have up to a maximum of forty-eight (48) hours to obtain medical certification for the sixth occurrence of illness and thereafter.**

**E. Employees will be notified when they have depleted approximately 80% of their sick pay and employees who**

have utilized their full sick pay allowance will be considered for further sick pay on the earlier of the next anniversary of their Company Service date or on January 1st following the adjustment of their seven (7) year history.

**F.** The Company will pay the difference between the employee's full pay and the amount paid by Workers' Compensation for employees absent from work due to occupational disease or injury. The amount of time available for such allowances will be calculated in the same manner as basic sick pay under Paragraph A above. When such allowances are exhausted, employees will receive Workers Compensation and/or Long Term Disability payments in accordance with the eligibility requirements of those programs.

- (1) To be eligible for such payments, employees absent from work due to occupational injury must properly notify the Company of an accident before the end of the W-day during which it occurs, or at the beginning of the next W-day if the injury occurs during non-scheduled hours in the absence of a supervisor. Occupational disease must be reported as soon as possible but no later than forty-eight (48) hours after the onset of the disease to be eligible for the payments provided in this Paragraph.

**G.** Employees who exhaust their full allowances for illness or injury under Paragraphs A and F above, and who are not on leave of absence, will be retained on Company records on a no-pay status for purposes of continuing eligibility for employee benefit plans for a period of time that, combined with the exhausted allowances, does not exceed 26 continuous weeks of absence from work.

**H.** Employees with more than one (1) year of Company Service who have had no time off with or without pay under the Payroll Codes in this Paragraph, for twenty-six (26) consecu-

tive pay periods measured from the last point where Code 51 (Sickness/Injury Off Duty), 56 (Compensable Injury), 61 (Sickness-Maternity Absence), 72 (No Pay-Off No Permission), 73 (No Pay Sickness/Injury Off Duty) and 76 (Workers Compensation) have been charged, will be granted one (1) additional day off with pay. However, where charges to Code 56 are less than eight (8) hours, the measuring period is not interrupted. This additional day off is considered vacation entitlement subject to all provisions of Article VII.

## **Section 2. Absences From Duty With and Without Pay**

- A. (1) Employees having a period of employment of six (6) months or more will be allowed time off with pay in the event of the death of someone in their immediate family. Except as otherwise provided in this Paragraph, they will be excused from all work schedules from the time of notification of the death and will be expected back to work on the first regular work day after the funeral not to exceed a maximum of five (5) calendar days. However, in unusual circumstances where burial delays occur such as military deaths, etc., the absence may be deferred following a review of the circumstances and with supervisor's approval. For those employees scheduled to work the night shift that begins on the calendar day of the funeral and extends into the next calendar day, they will be excused for that shift and expected back to work on their next regularly scheduled shift. Any additional time required by the employee may be charged to vacation, personal time off (mini-vacation) or taken as time off without pay. Definition of immediate family is employee's wife (or husband), father, mother, stepfather, stepmother,

mother-in-law, father-in-law, brother, sister, son, daughter, stepchild, grandmother, grandfather, granddaughter, grandson, legal guardian, **spouse's legal guardian** or any relative residing in the immediate household of the employee. **An employee shall be granted one (1) day leave to attend the funeral in the event of the death of his stepbrother, stepsister, half brother or half sister.** If an employee is on vacation when a death occurs in the employee's **above family relationships**, that portion of remaining vacation which coincides with the allowance for time off under this provision may be rescheduled.

- (2) Employees having a period of employment of six (6) months or more will be allowed time off with pay during regularly scheduled hours:
  - (a) To serve on a jury, providing they are chosen at random and are not volunteering for the duty; or subpoenaed as a third party witness to a dispute for appearance at court. However, employees acting as an agent, employee or arresting officer of a governmental authority, agency or business precipitating the litigation shall not be considered as a third party witness and this time off shall be charged to the proper personal time off codes.
  - (b) To serve on election day at a Polling Place provided the employee serves in the capacity of Constable, Judge of Elections, Majority Inspector, or Minority Inspector.
  - (c) To serve with their National Guard or Reserve Unit for short emergency duty.



- (d) To report for veteran's periodic medical examination in connection with a military disability.

**B. Personal Time Off (Mini-Vacation)**

- (1) **Employees having a period of active employment of six (6) months or more in the previous calendar year:**

If they are on the active payroll anytime during the current year, they will be allowed twenty-four (24) hours off with pay during that year, to be used for Personal Time Off (Mini-Vacation); such as illness in the family, attendance at funerals other than Paragraph A (1), dentist or doctor appointments, tardiness or absence due to snowstorms, attendance at graduation ceremonies, religious holidays, or for any other personal reason.

- (2) **Employees who had less than 6 months of active service in the previous calendar year:**

If they are on the active payroll between January 1<sup>st</sup> and June 30<sup>th</sup> inclusive, they will be allowed sixteen (16) hours of Personal Time Off (Mini-Vacation) that year. If they are on the active payroll between July 1<sup>st</sup> and December 31<sup>st</sup> inclusive, they will be allowed eight (8) hours of Personal Time Off (Mini-Vacation) that year.

- (3) **New employees (those who have not completed their initial probationary period) must attain 6 months of service before they are eligible for any Personal Time Off (Mini-Vacation). If they attain 6 months of service between January 1<sup>st</sup> and June 30<sup>th</sup> inclusive, they will be allowed sixteen (16) hours of Personal Time Off (Mini-**

**Vacation) that year. If they attain 6 months of service between July 1<sup>st</sup> and December 31<sup>st</sup> inclusive, they will be allowed eight (8) hours of Personal Time Off (Mini-Vacation) that year.**

- (4) All Personal Time Off (Mini-Vacation) may be taken in increments of at least one (1) hour and must be approved by the employee's supervisor. In unusual circumstances or extreme weather conditions, this Personal Time Off (Mini-Vacation) may be granted in less than one (1) hour increments at the request of the employee and with the approval of the supervisor. In addition, employees may convert eight (8) or sixteen (16) hours of their annual vacation allowance to Personal Time Off (Mini-Vacation). Employees are required to submit their request for this conversion to the Company prior to November 1<sup>st</sup> of the previous year.**
- (5) An employee may carry over any unused entitlement of this Personal Time Off (Mini-Vacation) from one year to the next but not to exceed a total of eighty (80) hours. If employees resign, retire or promote to a supervisory position with entitlement remaining, the following options will be available:**
  - (a) If they can be spared, they will be allowed to utilize the remaining entitlement prior to their leave from the Company or non-supervisory job. However, this entitlement cannot be utilized to become eligible for the following year's entitlements.**
  - (b) If they cannot be spared or elect not to utilize their remaining entitlement as time off, employees will be compensated for the remaining entitlement.**

(c) If employees are discharged, all remaining Personal Time Off (Mini-Vacation) will be canceled.

- (6) In the event of the death of an employee, payment for any accumulated Personal Time Off (Mini-Vacation) hours remaining will be made to the person legally entitled thereto.

C. Absence from duty because of illness must be reported in the following manner:

- (1) It is the responsibility of employees to report off to their supervisor or a designated Company representative before the usual starting time every day of their illness which includes reporting off on ST-days if employees are scheduled for prearranged work.

- (2) To allow manpower scheduling, it is the responsibility of the employees to notify their Work Headquarters before the end of their normally scheduled hours on the day prior to their return to work. If the employees do not notify their supervisor as stated above and they recover sufficiently, they should report for work in the usual manner.

However, shift workers shall notify their Work Headquarters as far in advance as possible of the normal scheduled shift when they are capable of returning to work so that substitution arrangements can be canceled.

- (3) When an employee is hospitalized or has an illness that can result in a lengthy absence, it is the responsibility of the employees to establish a line of communication with their supervisor whereby an understanding is reached concerning the approximate duration of the illness. Once this line of

communication is established, agreement for intervals of periodic reporting should be reached between the supervisor and the employees.

- (4) To be eligible for call-outs and/or prearranged work, employees must report their availability to their supervisor or a designated Company representative at least one (1) hour before the end of their last scheduled W-day prior to the day of the prearranged work and/or call-out roster duty.

D. Unexcused absences will be subject to disciplinary action as provided in Section 5 A of Article II. Such absences include time off without permission, time off for illness not properly reported and time off for alleged illness which subsequent investigation proves to be not valid.

E. Time off without pay may be granted in unusual circumstances with supervisory permission after all accumulated mini-vacation entitlements have been utilized.

F. Pay will also be deducted for time off for disciplinary purposes.

### **Section 3. Leave of Absence Without Pay**

A. Employees will be eligible for a Child Care or Personal Leave of Absence in accordance with the terms and conditions outlined in Exhibit G.

### **Section 4. Inclement Weather**

A. Certain normal work will be postponed by the Company's supervisors or their designated representatives due to severe weather conditions and employees will be held during scheduled hours for emergencies. Workmen will be excused from working aloft on poles or structures, etc., when temperatures are 10°F or below at the job location. Sound judgment will be used in determining the type of work to be done at temperatures above 10°F where wind is a factor. Line Crews,

walking Meter Readers, and Electrical and Mechanical Crews will restrict their work to indoor activities when temperatures drop to 5°F or below. Work during emergencies will be performed regardless of weather conditions.

**B.** When outside work is postponed, employees may be given First Aid, Safety, or other instructions, or may be assigned to work indoors or in sheltered locations.

**C.** Employees will not lose any scheduled time due to inclement weather, provided they accept miscellaneous assignments during such weather.

### **Section 5. Meal Allowance**

**A.** An employee will be expected to provide one (1) meal for a regularly scheduled or prearranged work period.

**B.** A shift worker will follow shift worker rules when temporarily assigned to a day worker schedule; and a day worker will follow shift worker rules when temporarily assigned to an afternoon, night or rotating shift schedule. This assignment could be as short as one (1) day duration.

**C. Effective June 24, 2002**, the allowance for all meal entitlements will be \$12.50 per meal and will be accounted for on the employees' time tickets. (This amount will include tax and gratuity for the meal.) **Effective May 12, 2003**, the meal allowance will be increased from \$12.50 to \$13.00, **effective May 10, 2004** from \$13.00 to \$13.50, and **effective May 9, 2005** from \$13.50 to \$14.00 per meal entitlement

**D.** The Company will pay the appropriate meal allowance specified in Paragraph C as follows:

(1) Day Workers - Unscheduled Hours

(a) Meal entitlements at 6:00 A.M., 12 Noon, 6:00 P.M. and 12 Midnight.

- (b) If they have been called out and report at least one-half hour before their regular starting time, they will be entitled to a meal entitlement time during that continuous work period.

(2) Shift Workers - Call-Outs and Hold-Overs

- (a) One (1) meal entitlement if working two (2) or more but less than six (6) hours' overtime after the employees' regular or prearranged shift.
- (b) Two (2) meal entitlements if working six (6) to ten (10) hours' overtime after the employees' regular or prearranged shift.
- (c) One (1) meal entitlement if prearranged to work for a period of two (2) or more but less than six (6) hours' overtime before the employees' regular shift and two (2) entitlements for six (6) to ten (10) hours before.
- (d) One (1) meal entitlement if called out to work at least one-half hour before regular starting time, two (2) meal entitlements if called out to work for a period of two (2) or more but less than six (6) hours' overtime before the employees' regular or prearranged shift and three (3) entitlements for six (6) to ten (10) hours before.
- (e) A shift worker will follow day worker rules when prearranged or called out to work during hours which are not contiguous to his regular shift. This includes shift workers who are called out or prearranged to work on a ST-day.

- (3) The minimum call-out allowance shall not be used to determine the eligibility for meal entitlements.
- (4) Meal entitlements shall not be applicable when time worked is a result of the Portal-to-Portal Act due to transporting tools in personal vehicles from one location to another, or in accordance with Article VIII, Section 6, Paragraph F of this Labor Agreement.

**E.** For day workers, when arrangements are made in advance for work during non-scheduled hours, the following conditions will apply:

- (1) The employee will be expected to provide one (1) meal for that work period. However, if the work period includes two (2) meal entitlement times, the employee will get one (1) meal allowance and, if the prearranged work is split into more than one (1) work period, the employee will be entitled to a meal if both work periods include a meal entitlement time.
- (2) When the work period is interrupted for a meal period, the time to eat meals will not be paid for.

**F.** If the Company furnishes or pays the cost of the meal, the meal allowance is not applicable.

**G.** When work periods involve a meal time during scheduled or non-scheduled hours, the time to eat the meal shall not be considered time worked for compensation purposes. The meals shall be taken when practicable.

**H.** Employees performing emergency work for other utilities will be paid for the time required to eat when work is suspended for a meal period. When eating meals while on emergency assignments within the PPL service territory, employees will only deduct the time spent inside the restaurant from their time paid. The intent is

to exclude payment for time spent in the restaurant to order and eat a meal, but include payment for time to travel to and from the restaurant from the job site.

### **Section 6. Travel Expenses/Per Diem Allowance**

A. The Company will pay expenses for employees who are required to temporarily work away from their regularly assigned Headquarters or attend training schools within the Company's designated service area. Compensation shall be administered in accordance with the procedures described in this Section 6 and Exhibit E.

- (1) Exhibit E for both temporary work assignments and training assignments within the service territory.
- (2) Emergencies, see Paragraph E.
- (3) Mileage computation, see Paragraph F.

For purposes of this Section 6, the Company's designated service territory shall be defined as the Company's geographical franchised area or any Company-owned facility.

B. For purposes of assignments lasting more than one day as described in Paragraph A of this Section 6 employees have a daily choice of either "staying" or "commuting".

#### **(1) STAYING**

- (a) Employees who are assigned to temporary work locations 70 or more one-way miles from their residence, within the service territory, will receive a per diem allowance of \$79 for each work day of the assignment.
- (b) Employees who are assigned to training assignments 70 or more one-way miles from their residence, within the service territory, will receive \$69 for each work day of the assignment and one (1) round trip per week, time and mileage.



(c) In each successive year of this Agreement, each of these per diem allowances will increase by \$3.00 per day of the assignment. As a result, the maximum per diem amounts will be \$88 for temporary work assignments and \$78 for training assignments.

- (2) **COMMUTING** - Employees who elect to travel on a daily basis shall receive only the expenses as defined in Exhibit E under the appropriate commuter column.

C. For purposes of assignments as described in Paragraph A of this Section 6, lasting one day or less, employees are considered as "commuting" and shall receive only the expenses as defined in Exhibit E under the appropriate commuter column.

D. For temporary work assignments or training assignments outside the service territory the following shall apply:

- (1) The Company reserves the right to decide the method, assume the cost and arrange transportation.
- (2) For pay purposes, only time spent traveling during hours that coincide with regular scheduled hours shall be considered time worked, provided the employee is traveling by public transportation. For all other modes of transportation, only the operator of the vehicle shall be compensated for travel time that coincides with regular scheduled hours. When traveling on ST-days, for purposes of determining the coinciding hours that relate to regular scheduled hours, all employees shall be considered to be working a schedule beginning at 7:00 A.M. and ending at 3:00 P.M.

- (3) The Company shall provide lodging. The type and location of lodging shall be at the discretion of the Company. There shall be no monetary allowance in lieu of Company-provided lodging.
- (4) The Company will pay reasonable out-of-pocket expenses.
- (5) There shall be no compensation for study time during non-scheduled working hours.

**E.** In emergency conditions, the Company will pay reasonable out-of-pocket expenses for all employees assigned away from their regular Work Headquarters to a temporary Work Headquarters. The emergency shall be considered in effect from departure at the regular Work Headquarters and terminate upon return arrival at the regular Work Headquarters. Therefore, during this time period, the meal allowances and entitlements as provided in Section 5, Paragraphs C and D, of this Article VIII are not applicable.

In emergency conditions, employees who are assigned to their regular Work Headquarters shall continue to receive the meal allowances and entitlements as provided in Section 5, Paragraphs C and D of this Article VIII unless the Company furnishes or pays the cost of the meal.

**F.** Effective June 24, 2002, the mileage allowance for employees utilizing their personal vehicles with the authorization of the Company in the performance of their job duties or under Exhibit E of the Labor Agreement will be increased from \$0.33 per mile to the current IRS rate of \$0.365 per mile. During the remainder of this Agreement, the mileage reimbursement rate will be the maximum allowance permitted by the IRS code without documentation.

**G** Travel expenses for incidental mileage, e.g., training school or work assignment to motel, motel to restaurant,

etc., are not eligible for reimbursement.

**H.** Employees who request and are granted the right to utilize their personal vehicles in the performance of their job duties while on Company business shall be paid total mileage in accordance with Paragraph F of this Section 6.

### **Section 7. Safety and Health**

**A.** The Company shall establish health, safety and other rules and regulations for observance by employees. All employees shall be subject to such rules and regulations and disregard or violation thereof shall constitute cause for disciplinary action.

**B.** It is agreed that Safety and Health Committees consisting of non-supervisory and supervisory employees will be maintained at various points on the system as required. Bargaining unit employees on local Safety and Health committees and Voluntary Protection Program (VPP) committees will be appointed by the Local 1600 President.

### **Section 8. Equipment Furnished**

**A.** The Company shall furnish to the employees working on or near energized lines and equipment and the employees shall use, as instructed, all equipment necessary to provide protection in accordance with general practice throughout the electric utility industry.

**B.** The Company shall furnish and the employees shall use, as instructed, raincoats, rain hats, rubber boots and other similar equipment which is necessary over and above the employees' normal work clothing to protect the employees when required to work in wet weather.

**C.** Employees who are required to climb poles or towers will be supplied with leather work gloves by the Company.

**D.** The Company will furnish certain employees with uniforms for identification purposes and the employees

will be required to wear the complete uniform at all times while performing the duties of their job.

E. The Company will provide an employee with all tools required by the Company for the performance of the job and will replace the employee's present tools as they wear out.

F. The Company shall furnish welders with special protective equipment.

G. The Company will furnish radiation protective clothing and equipment which must be utilized by employees in accordance with Susquehanna S.E.S. procedures. This protective clothing and equipment shall be maintained by the Company.

### **Section 9. Medical Examinations**

A. Applicants for employment shall be required to take medical examinations at the expense and direction of the Company.

B. The Company may also require, at its discretion and expense, medical examinations of employees at any time and will give weight to the results of such examinations in determining their future status in accordance with procedure outlined in Section 10 of this Article VIII. **Under this provision, mental/nervous disabilities must be certified by a psychiatrist or psychologist (masters level or above) licensed to practice independently as a behavioral health professional.**

C. Biological Monitoring Medical Examinations will be provided as necessary and employees will be required to comply with these examinations. A waiver to the X-ray portion of the examination may be granted to an employee upon substantiation of having been subjected to X-rays in the previous six (6)-month period. When granted, employees must sign the waiver.

**D.** Employees eligible under the following criteria may volunteer to have a routine physical examination for certain procedures at intervals shown below:

- (1) Employees with five (5) years of employment or between the ages of thirty (30) and forty-five (45) may avail themselves of this provision once every five (5) years.
- (2) Employees between the ages of forty-six (46) and fifty-five (55), once every two (2) years.
- (3) Employees age fifty-six (56) and over, once every year.

The Company will reimburse the employee for the cost of the examination procedures **as amended by the Summary of Agreement dated May 14, 2002**. The employee must select a Board Certified Family Practitioner or a Board certified internist. Refer to the **“Summary Plan Description”** booklet for covered test procedures.

## **Section 10. Disabled Employees**

**A.** If an employee becomes permanently partially disabled and is unable to perform the essential functions of their regular job after reasonable accommodations have been made, or when a change in jobs is indicated by local physicians or specialists, the case shall be referred to a joint committee of Union and Company representatives known as the Disability Committee. The Committee shall study all factors and giving due emphasis to the length of service, pay and regular job, shall place the employee as advantageously as possible into a vacant position in which the employee is able to perform the essential functions satisfactorily. The disabled employee being reassigned by action of the Disability Committee will be given preference over any other employees, with less 1600 Seniority, for any vacancy they are capable of filling. The Joint Disability Committee will have access to Sections 1, 2, 4, or 8 of Article X to

provide additional opportunities to permanently place this employee. The rate of pay shall be the same as that paid other employees in that position except as provided in Paragraphs B and C of this Section 10.

If there is a conflict in medical opinions, the employee shall be examined by an impartial physician or specialist selected by the Joint Committee and paid for by the Company. Employees will be provided meaningful work within their limitations and consistent with their current rate of pay until placement by the Committee.

If the Committee is unable to resolve a particular issue brought to it within 90 calendar days after the Committee receives all information pertaining to the case, the employee will be temporarily placed in the title of "Utility Person" until such time as the Committee places the employee in an available job consistent with the employee's capabilities. Placement in the "Utility Person" classification will be on an incumbent only basis. Duties assigned to such individuals will vary depending upon their capabilities. The rate of pay shall be the same as that paid other employees for comparable assignments except as provided in Paragraphs B and C of this Section 10.

Employees in the "Utility Person" classification will be provided on-the-job training as the circumstances justify to improve their future job prospects.

Any unilateral placement by the Company without concurrence of the Committee may be submitted to arbitration in accordance with Article III of the Labor Agreement.

After having been placed in another job by the Disability Committee, employees with twenty (20) or more years of service will not be subject to further demotion, because of such disability, as long as they remain at work. However, when circumstances warrant, they may be reassigned other duties.

**B.** Employees placed in alternative positions as a result of disability shall receive the rate of pay and all pay increases applicable to the job classification to which they are assigned. However, if such assigned job has a lower rate of pay than their regular job, they shall not receive a rate of pay less than the following percent of their regular rate of pay in their former job at the time of placement if they have a period of employment of:

Less than 20 years -	75%
20 or more years -	100%

Should they recover from the disability, they may be employed in their former job with accumulated seniority and other privileges if they are physically and mentally qualified to perform the duties required.

**C.** An employee assigned to a job having a lower rate of pay than their regular job under this Section 10 shall have their rate of pay reduced in accordance with the provisions of Article VI, Section 5 K (1).

### **Section 11. Extended Illness or Temporary Disability**

**A.** An employee who is absent due to illness or temporary disability will accrue job seniority, 1600 Seniority, and Company Service during the entire period of time the employee is absent. Refer to Exhibit L for job seniority adjustments while on Long Term Disability.

An employee with ten (10) or more years of Company Service will be eligible for any promotional opportunities that occur within his progression line during the entire period of absence. An employee with less than ten (10) years of Company Service will only be eligible for a promotional opportunity that occurs within his progression line during the period of time resulting from the sum of his full sick pay entitlement plus vacation and Personal Time Off (Mini-Vacation) entitlements.

When a promotional opportunity occurs, the Company will contact the employee who is off duty to determine if he is interested in the vacancy. If the employee elects to promote and is accepted, the vacancy will be filled on a temporary basis and will be held for the employee. The employee's former job will then be filled on a permanent basis.

If additional promotional opportunities occur, the employee must again be contacted. Only one (1) job will be held for an employee; i.e., if he accepts a second promotion, the first one he accepted will be filled by another employee on a permanent basis.

When a promotion is held for an employee, the appropriate pay credit and six (6) months' probationary period will begin at the time the employee actually reports to the new job. The employee will be credited with job seniority from the start of the first pay period after notification of selection.

**B.** All temporary transfers or substitutions made as a result of extended illness or temporary disability will be handled in accordance with Article VI, Section 4.

**C.** Step increases or apprenticeship program increases and anniversary dates for employees who have been off duty for one pay period or more for reasons of illness or temporary disability or step increases for employees on modified duty who are not performing the primary duties of their job description will be postponed for a corresponding period. Additionally, general wage increases for employees off duty for one pay period or more for such reasons will be deferred until the employee returns to full duty unless the employee is on modified duty as the result of an on-the-job accident in which case the employee will receive the general wage increase applicable to the job the employee is performing.



**D.** Employees who ultimately are removed from the pay-roll but whose employment is not terminated may continue coverage under the various benefit plans in accordance with Section 1, Paragraph G of the Article VIII.

### **Section 12. Non-Supervisory Work By Supervisors**

**A.** A supervisor shall not perform regularly scheduled non-supervisory work which interferes with his supervisory responsibilities or results in the elimination of a non-supervisory job. A supervisor shall not do the work ordinarily performed by a non-supervisory employee solely to prevent overtime work by a non-supervisory employee. This shall not prevent a supervisor from doing any type of work in an emergency or for the purpose of training and instruction.

This Section shall not prevent working supervisors from performing such work as has been a customary part of their job in the past.

### **Section 13. Moving Expenses**

**A.** The Company will provide, during the term of this Agreement, a Non-Supervisory Moving Expense Plan as described in Exhibit D.

### **Section 14. General Office Bus and Parking Subsidy**

**A.** The General Office Bus and Parking Subsidy as amended by the Summary of Agreement dated **May 14, 2002**, shall be continued during the term of this Agreement.

### **Section 15. Safety Shoes**

**A.** Effective June 24, 2002, the allowance toward the purchase of safety shoes will be increased from \$40 to \$50 per year. Employees who do not buy safety shoes in a calendar year may carry over the \$50 annual allowances for up to three successive years in order to accumulate a maximum allowance of \$150. Any unused

portion of the carryover allowance may not be carried over into any other succeeding calendar years. Reimbursement will continue to be provided for actual expenses up to the applicable maximum allowance.

### **Section 16. Safety Glasses**

A. Effective June 24, 2002, the allowance toward the purchase of prescription safety glasses, if required for your current job, will be increased from \$30 to \$40 per year. Employees who do not buy safety glasses in a calendar year may carry over the \$40 annual allowance for up to three (3) successive years in order to accumulate a maximum allowance of \$120. Any unused portion of the carryover allowance may not be carried over into any other succeeding calendar years. Reimbursement will continue to be provided for actual expenses up to the applicable maximum allowance.

### **Section 17. Meter Reader/Serviceman Uniforms.**

A. The allowance for Meter Reader and Serviceman uniforms as modified by the Summary of Agreement dated **May 14, 2002**, shall be continued during the term of this Agreement.

## **ARTICLE IX MILITARY SERVICE**

### **Section 1. General**

A. The Company and the Union have agreed on a detailed plan for employees who enter and return from military service, which meets the reemployment provisions of the Universal Military Training Act as amended by the Vietnam Era Veterans Readjustment Assistance Act of 1974. The Company will grant military leave and intends to treat every employee returning from military service, insofar as possible, as though there had been no interruption in his employment.

## **Section 2. Leave of Absence**

**A.** Employees who enter military service will be considered to be on military leave for the period and under conditions prescribed by law. Although the law makes no provision for employees entering the Merchant Marine, the Company will give due consideration, with respect to leave of absence, to each such case.

**B.** In order that employees entering the military have time off to settle personal affairs before leaving for military service, they will be allowed time off with pay as follows:

- (1) When enlisting or drafted as an active employee for the first time – up to 5 work days off**
- (2) Mandatory periodic training – no days off**
- (3) Call-up to active duty for less than 60 days – up to 3 work days off**
- (4) Call-up to active duty for 60 days or more – up to 5 work days off**

**Time off with pay for employees who volunteer for active duty will be reviewed by the parties on a case-by-case basis.** Each employee entering military service will be entitled to the same vacation allowance as he would be if he were voluntarily leaving the Company. If he should need more time without pay for this purpose, his leave will start at a mutually agreeable earlier date.

**C.** An employee entering military service will be paid in full, for time worked and allowed with pay, on the day he is released from duty with the Company or as soon thereafter as practicable.

**D.** The entire cost of the Group Life Insurance of a participating employee entering military service will be borne by the Company for a period of two (2) calendar months

following the last calendar month in which the employee worked. At the end of such two (2) calendar months, the Group Life Insurance coverage will cease. However, the employee's life insurance will be paid in the event of his death during the following thirty-one (31)-day period. During such two (2) calendar months and during such thirty-one (31)-day period, he has the privilege of converting all or part of his Group Life Insurance, without medical examination, to a regular policy.

E. Employees who enter military service will have their participation in the Retirement Plan suspended until their return to active employment. Benefit entitlement for employees who do not return to active employment will be determined in accordance with the termination of employment provisions of the Plan.

### **Section 3. Reinstatement**

A. Employees who return from military service and comply with the reemployment provisions of the Act will be restored to their former positions, or to positions of like seniority, status and pay, unless circumstances have so changed as to make it impossible or unreasonable. In addition, such employees will:

- (1) Be credited with the time they were in military service in determining their position on the salary tables.
- (2) Be given promotions to such jobs in the regular line of progression as may have become vacant during their absence, provided that they are qualified and would have been selected by Management as the logical persons to fill the jobs.
- (3) If pay is based on salary tables, the promotion date for determining the salary table step will be the date or dates the employee who replaced the vet-

eran was promoted. If such dates are not available, the promotion date for determining the salary table step will be the date the veteran starts in the higher job.

If pay is based on wage tables, the pay will be the present hourly pay for the job to which the veteran is promoted.

**B.** In order for an employee returning from military service to be eligible for the benefits under this Plan, he must:

- (1) Have left a position other than a temporary position.
- (2) Have a certificate of satisfactory completion of such training and service.
- (3) Be qualified to perform the duties of such position.
- (4) Apply for reemployment within ninety (90) days after he is relieved from such training and service or from hospitalization continuing after discharge for a period of not more than one (1) year.

**C.** A disabled employee returning from military service if not qualified to perform the duties of his former position by reason of disability sustained during such service but qualified to perform the duties of any other positions will be restored to such other position as will provide him with like seniority, status and pay or to a position which is the nearest approximation thereof consistent with the circumstances in the case.

**D. Group Life Insurance Plan:**

An employee returning from military service will be eligible for the regular amount of insurance based on his annual earnings.

**E. Retirement Plan:**

- (1) The time spent in military service will be counted in determining eligibility, vesting and benefit

accrual. This affords the employee the opportunity to receive the same retirement benefits under the Plan as if there had been no interruption in employment.

- (2) If contributions were required under the Plan during any period of the employee's absence, the employee will be able to receive contributory credit for that time provided the employee pays the monthly contributions which were not made during the leave.

#### **F. Vacation and Longevity Allowance:**

The time spent in military service will be counted as a period of employment with the Company in determining vacation and longevity allowance.

#### **G. Attending School:**

- (1) Employees who decided to attend school before resuming work and so notify the Company:
  - (a) Will be given preference over other applicants if they wish to work for the Company on leaving school, and
  - (b) If hired, will be treated as former employees and the time spent with the Company and in military service will be counted as a period of service with the Company.

### **Section 4. On-The-Job Training**

**A.** The Company will continue its on-the-job training programs as long as there is a need for the training and will establish new programs as needed in order that veterans may take advantage of the training provided under applicable laws.

## **Section 5. Periodic Military Training**

**A.** Where an employee who is a member of a reserve military organization of the United States requires absence from work in order to attend a mandatory training period, the Company will, in any calendar year, grant such employee a leave of absence of up to two (2) weeks (eighty (80) scheduled hours) and will pay such employee the difference between the regular pay he would have received if he had worked and his Government pay. To the extent that the mandatory training period exceeds two (2) weeks, the Company will grant additional time off without pay.

## **ARTICLE X PLACEMENT PROCESS**

**PURPOSE:** The purpose of this Article is to provide opportunities for the placement of displaced employees and eliminate temporary letters while streamlining the placement process. It is not intended solely to provide severance, lay-off or retirement opportunities for employees who have not been affected by this process:

The company will identify the job classification and location of the excess position(s). The Labor Relations Department will give 10 working days notice to the Local 1600 Union Office of any decision to displace employees as a result of a reduction, elimination or reassignment of work, during which the following procedures will apply.

**NOTE:** See the end of this Article X for a Flow Chart of the Placement Process.

### **Section 1. Box 1**

The local chief steward or union representative will meet with the appropriate supervisor to identify the displaced employees. If agreement is not reached, representatives

from the Local 1600 Union Office will make the decision during this 10-day period.

**A.** Employees whose work has been eliminated or have been bumped by this process may retire if eligible, elect enhanced severance, select layoff or proceed through the placement process. Employees who retire will be eligible for benefits as described below. Employees will have 5 working days from receiving retirement/severance information to make a decision.

(1) Voluntary Early Retirement for Employees Identified in the Placement Process.

Employees who are displaced, bumped or qualify as volunteers for displacement will be eligible for special early retirement benefits if they have attained age 55 or over at any time prior to placement. Qualified employees will receive the following benefits:

- (a) One weeks' pay for each year of Company Service, prorated to the nearest full month, and will be payable in the form of a lump sum at the date of retirement.
- (b) 100% of their pension benefit accrued to the date of their retirement in the form of a single life annuity.
- (c) An additional monthly supplemental payment equal to 17.5% of their final monthly base salary from the date of termination until eligibility for the limited SSI benefit (presently age 62) has been reached. These payments will have a minimum of \$500 and a maximum of \$1,000 per month.



- (d) An additional monthly supplemental payment equal to 4.5% of their final monthly base salary from the point of eligibility of the limited SSI benefit until the point of eligibility of the full SSI benefit (presently ages 62 and 65).

These payments will have a minimum of \$150 and a maximum of \$250 per month.

- (2) It is agreed that employees who voluntarily accept termination under the provisions of this special program:
  - (a) May be asked to release the company from liability for any claims of age discrimination under federal and state laws.
  - (b) Will retire on the first day of a month approved by the company as the effective date, taking into consideration the availability of qualified replacements, an orderly transition of duties and the employees' preferences.

- (3) Enhanced Severance for Employees Identified in the Placement Process

Employees who are displaced, bumped or qualify as volunteers for displacement, and who are not eligible for or do not elect to retire, will be eligible for enhanced severance benefits regardless of their age or years of 1600 Seniority.

Enhanced severance benefits will be equal to two weeks' pay for each year of Company Service, prorated to the nearest full month, and will be payable in the form of a lump sum at the date of termination.

If these options reduce the number of employees to the appropriate level, no further action is required.

**(4) NOTES:**

- (a) Reemployment rights will only apply to the layoff provision.
- (b) Employees will be handled in the process below in order of their Local 1600 Seniority.
- (c) If a vacancy is available in the same classification at the same location, the employee will be placed in the vacancy and no further action is required.

**Section 2. Box 2**

Canvass the displaced employee's progression line at the same location for volunteers to retire/sever to create an appropriate vacancy. An appropriate vacancy is a job at the same classification which the displaced employee must accept, or a lower or higher job in the progression line that the displaced employee is willing to accept. Employees who volunteer to retire to create an appropriate vacancy will receive the supplemental retirement benefits, as listed above, if they are at least 55 years of age.

**A.** If an appropriate vacancy exists in the same job classification at the same location, the process ends.

**B.** The canvass for volunteers will last no more than 5 working days from the day the employee receives the volunteer form.

**C.** The volunteer will have 5 working days to accept the offer of retirement/severance after receiving their benefit information from the Company. These days will run concurrently.

**D.** Any vacancies created through this process will be filled by a progression line promotion. Employees will have 24 hours to accept or decline the promotion.

**E.** If a vacancy occurs at a higher level, fill through a progression line canvass. If a displaced employee declines the promotion and no one in the progression line wants the job, then move to Box 6 without red tag.

If someone in the lower job takes the promotion and the displaced employee is willing to roll back, he will take the lower job rate of pay through pay tapering.

**F.** If more than one employee at a work location volunteers for retirement or severance, the most senior employee (1600 Seniority) who would create an appropriate vacancy for the displaced employee may retire or sever.

### **Section 3. Box 3**

If the displaced employee has not been placed in Box 2, the displaced employee will bump the most junior employee (1600 Seniority) in the same classification at their current work location.

**A.** A bumped employee will be handled as follows:

- (1) All employees on the property as of May 18, 1998 will have full access to this placement process when they reach 10 years. Until that time, the employee will have LIFO\*.
- (2) All employees hired after May 18, 1998 will have LIFO\* until they reach 15 years, at which time they will have full access to the placement process.

### **Section 4. Box 4**

If Box 3 is not available, and if the displaced employee chooses a preferred location, canvass other preferred work

locations in the same progression line for volunteers in the same rate or classification to retire or sever. The resulting vacancy must be at a location in a classification designated by the displaced employee. If a vacancy is created, the displaced employee will be placed in that vacancy and the process ends.

OR

### **Section 5. Box 5**

If Box 4 is not available or no location is selected, the displaced employee may bump the most junior employee (1600 Seniority) at the next closest work location where the same classification exists, in the same progression line.

OR

### **Section 6. Box 6**

At the same location, the displaced employee may roll-back to next lower job in their progression line and bump the most junior employee (1600 Seniority) in that classification at 100% red-tag. However, those employees who decline a promotion in Section 2 Paragraph E will be pay tapered to the rate of pay for the job. If this option is available, but the employee declines and chooses to go to Box 8, the employee loses red-tag rate of pay. If this option is not available, go to Box 7 with 100% red-tag.

### **Section 7. Box 7**

At the next closest work location where lower jobs exist in the progression line, the displaced employee may roll-back to the next lower job in their progression line that the displaced employee's 1600 Seniority will allow and bump the most junior employee (1600 Seniority) in that classification at 100% red-tag. However, those employees who decline a promotion in Section 2 Paragraph E will be pay tapered to the rate of pay for the job. If this option is not

available or not selected, the employee moves to Box 8 with a 100% red-tag rate of pay.

### **Section 8. Box 8**

Canvass all employees for volunteers to retire or sever. From this list, the displaced employee can select up to 5 progression lines designating job classifications and locations they are willing to accept. If a vacancy is created, the displaced employee will be placed in that vacancy and the process ends.

- A. Step 1** - In determining eligibility compare the displaced employee's 1600 Seniority to the 1600 Seniority of the employee in the progression line who would be eligible to promote to the vacancy created by the volunteer. If the displaced employee has the 1600 Seniority and qualifications, they take the vacancy and allow the volunteer to leave.
- B. Step 2** - If the displaced employee does not have the 1600 Seniority and qualifications to fill the job of the volunteer, and has designated the next lower job as one of their preferences, fill the vacancy through a progression line promotion and then compare the 1600 Seniority of the displaced employee to the 1600 Seniority of the employee in the progression line who would be eligible to promote to the resulting vacancy. If the displaced employee has the 1600 Seniority and qualifications, they take the vacancy and allow the volunteer to leave.
- C. Step 3** - If necessary, continue this process until the displaced employee fits somewhere in the progression line where there is a volunteer holding a job designated by the employee.

If the displaced employee cannot fit into any designated job in the progression line, then there is no appropriate vacancy created and therefore the volunteer cannot leave.

- (1) If Box 6 is available and the employee elects to go to Box 9, there will be no red-tag rate of pay.
- (2) If Boxes 6, 7, or 8 are unavailable or no selection is made in Box 7 or no progression line selected in Box 8, the employee can select from Box 9 at 100% red-tag.

OR

### **Section 9. Box 9**

If the employee is not handled in Box 8, he then moves to Box 9 selecting a bumpable level job (B-04 and below) by 1600 Seniority or moves to Box 10.

- A. If Box 6 is available and the employee elects to go to Box 10, the employee will assume the rate of the selected job through the pay tapering process.
- B. If Box 7 is unavailable or no location was selected, or if Box 8 was unavailable or no progression line selected or no job was selected in Box 9, the employee moves to Box 10 with 100% red-tag rate of pay.

OR

### **Section 10. Box 10**

Bump LIFO\* employee based on 1600 Seniority and qualifications. The Union will handle employees in Box 10 within 30 days of the date the last displaced employee reaches Box 10. Employees displaced after the 30-day clock starts, if eligible, can go through Boxes 1 to 9 and wait until the current employees in Box 10 are handled. Both parties agree to cooperate in the administration of this process. All employees' pay and expenses will be paid in accordance

with the labor agreement. Employees not handled in Box 10, and who are eligible for a company offer as defined below, will move to Box 11.

### **Section 11. Box 11**

Except as provided in this section, no regular, full-time employee hired prior to May 18, 1998 who has attained ten (10) or more years of 1600 Seniority, or hired after May 18, 1998 who has attained fifteen (15) or more years of 1600 Seniority, shall be laid off because of a reduction, elimination or reassignment of work, unless the employee has exercised all of his rights under the placement process. In the event of such a reduction, elimination or reassignment of work, the employee will have access to the placement process stated above with pay protection signified by the term "red-tag". If the employee utilizes the placement process without securing a job, the company will select for the affected employee a job, which may then be available anywhere within the bargaining unit. If the employee selects this offer, their pay will be red-tagged unless previously lost in the placement process. In making such selection, the Company will consider the qualifications of the employee, his residence, his potential for training and contribution to company efforts now and in the future and his 1600 Seniority and that of other employees affected. Moving expenses will be paid by the company in accordance with Article VIII, Section 13. Company offers under this paragraph shall not be subject to Article III of the labor agreement.

#### **\*LIFO Eligibility Definition:**

Employees hired prior to May 18, 1998 with less than 10 years of 1600 Seniority.

Employees hired after May 18, 1998 with less than 15 years of 1600 Seniority.

## **Section 12. Notes**

- A.** If the employee is bumped in Boxes 3 to 9, go to Section 3 Paragraph A for processing.
- B.** If the employee is bumped in Box 10 (LIFO employee), the employee can bump only those with less 1600 Seniority than he has.
- C.** A displaced or bumped employee can elect enhanced severance/layoff/retirement at any step of the process.
- D.** Any vacancy not created by this process will be filled in the following sequence: 1) recall of displaced employee, 2) progression line promotion/demotion (includes transfers), and 3) post. If a displaced employee is the successful bidder and still has their red-tag, they will be awarded the bid job at their 100% red-tag rate of pay or at the rate of the job if it is higher. If the employee voluntarily leaves this bid job during the probationary period, the employee then becomes displaced and loses the red-tag rate of pay. If the employee involuntarily leaves the bid job, they will keep their 100% red-tag rate of pay.
- E.** Employees who reject the Company offer in Box 11 or are unable to select a position in Box 10 will retain their Article II rights.

## **Section 13. Associated Issues**

- A. Recall Rights** - employees who are displaced will retain recall rights to their former progression line from which they were displaced for a period of 4 years as provided below. The demotion criteria are no longer applicable for recall.



Employees may be considered for vacancies declared by the Company in either higher, equal or lower job classifications in their former progression line, based on the following order of consideration:

- (1) Same Job Classification - Employees who held the vacant job classifications prior to their placement in another progression line. Employees will be considered based on their Local 1600 Seniority ranking. Employees recalled to their former job will have their previous job seniority date restored.
- (2) Higher or Lower Job Classification - Fill through normal progression line promotion/demotion rules. Fill subsequent vacancies through #1 above.

Employees with return rights may request to be placed in their former progression line in a vacancy in a higher or lower job classification than the one from which they had been displaced if the vacancy is not filled through normal progression line rules. Employees will be considered based on their Local 1600 Seniority. Recall rights will be satisfied if the employee returns to a higher or lower job in the progression line.

These opportunities remain in effect for a period of four years from the date the employee accrues job classification seniority in another progression line, regardless of the number of opportunities extended. However, an employee who refuses recall back to their former job at their former work location will lose their recall rights.

Returning employees who accept a lower level job in their former progression line will receive job classification seniority credit for the time previously spent in that job classification and will retain their red-tagged rate of pay, if applicable.

- (3) In the event the vacancy is not filled pursuant to Paragraphs 1 and 2 above, it will then be posted. If it cannot be filled through the posting process it will be filled through the reemployment provisions.

- B. Reemployment** - employees, who have been laid off, shall have reemployment rights for 2 years. An employee who refuses a reemployment offer to their former job at their former location will be considered to be resigned.
- C. Red-tag** - The term Red-tag shall mean the employee's regular rate of pay shall not be reduced from that which he received in his former job and he will receive all applicable pay increases or portions thereof when the maximum rate of the job he is performing equals or exceeds such pay. Employees who are red-tagged and subsequently bid to a new progression line will retain their red-tagged rate if any of the jobs in that progression line are equal to or higher than their current position. Such employees who return to their former job during their probationary period will retain their red-tagged rate of pay. If a red-tagged employee bids to a progression line/job with no equal or higher job, they will lose their red-tag and will assume the rate of the new job. Such employees who return to their former job during their probationary period will lose their red-tagged rate of pay. Comparisons will be at

the top step of the jobs to determine whether it is an equal or higher level job.

- D. **Bumping Criteria** - see Exhibit A for the job titles and qualifications required in order for employees to bump into these positions.
- E. **Probationary Period** - does not apply to jobs accepted through this placement process (including progression line promotions associated with this placement process). Hardships, involuntary demotions and job swaps associated with this process will be handled between the parties on a case-by-case basis.
- F. **Pay Taper** - employees who have been demoted and who are not red-tagged in connection with a job change as a result of the placement process shall have their salary reduced in 25% increments every 6 months for a period of 18 months in order to reach the appropriate rate of pay of the lower job. The first reduction will occur when the employee physically reports to the job.
- G. **Temporary Assignments** - displaced employees who are temporarily assigned to a higher rated job will be paid the higher salary after four (4) pay periods of reporting to the job. Displaced employees who are assigned to an equal or lower job will continue to receive their current rate of pay.
- H. **Residence Requirements** - employees who are handled under the placement process will not be required to move to accept a job with residence requirements.
- I. **Service** - employees who are laid off and return to employment will not have their Company Service or 1600 Seniority adjusted for the time while on lay off.

- J. Vacation/Mini Vacation** - employees headed for lay off will have the option to retain or be paid for their remaining vacation/mini-vacation allotment. The allotment must be utilized/paid by year end.
- K. Testing** - employees scheduled to be laid off can request testing prior to lay off. In addition, employees can request two (2) additional testing opportunities while on lay off by giving the Company a one-week advance notice. Such employees are restricted to taking a test no more than three (3) times.

**L. Time Limits**

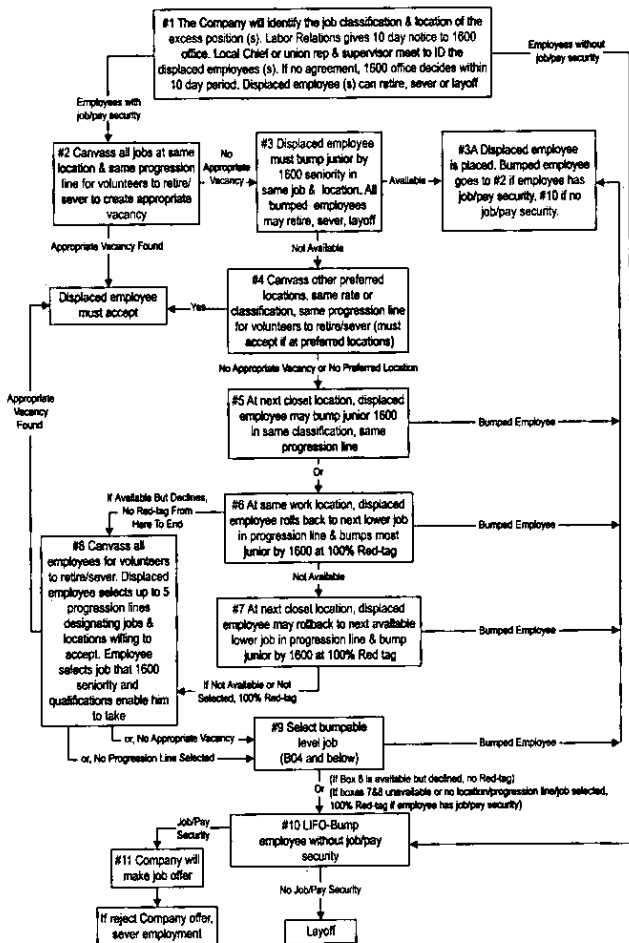
- (1) Box 1, 2 and 3 - The employee will have a total of five (5) working days to accept or reject their offer after receiving the retirement/severance information and/or all the jobs and locations available in Boxes 2 and 3.
- (2) Box 4, 5, 6 and 7 - The employee will have a total of two (2) working days to accept or reject their offer after receiving all the jobs made available through Boxes 4, 5, 6 and 7.
- (3) Box 8 and 9 - The employee will have a total of two (2) working days to accept or reject their offer after receiving all the jobs made available through Boxes 8 and 9.
- (4) Box 10 - The Union will handle employees in Box 10 within thirty (30) working days of the date the last displaced employee reaches Box 10.
- (5) Box 11 - If an employee with job security has not been handled through the previous boxes, they will receive a Company offer and will have a total of two (2) working days to accept or reject this offer.

**M. Lay Off**

**<6 Months**-Employees with less than six (6) months' service are subject to lay off without regard to function or departmental manpower requirements. During this six (6) months' period, the Company shall have the sole and exclusive right to lay off such employee and Article III of the Agreement shall not apply.

**≥6 Months**-Regular, full-time employees covered by this Agreement with six (6)-months' or more service may be subject to lay off in accordance with this Article.

**Notification**-The Company will notify full-time employees ten (10) working days, exclusive of Saturdays, Sundays and holidays, prior to the effective date of lay off, provided such employee has attained 6 months of continuous service.



Note: This chart is a simplified illustration of the steps in the placement process. The actual, detailed language of the process is controlling in the event of any conflict between the two documents.

## **ARTICLE XI SUSQUEHANNA STEAM ELECTRIC STATION**

### **Section 1. General**

**A.** As provided herein, this Article XI contains provisions solely for the purpose of operating the Susquehanna Steam Electric Station.

### **Section 2. Job Classifications Requiring NRC Licensing**

#### **A. Plant Control Operator and Utility Shift Operator**

- (1) The job descriptions and rate of pay shall be effective for employees only after obtaining an NRC operating license.

#### **B. Initial License Training & Qualification**

- (1) On the basis of need, demonstrated aptitude and satisfactory job performance, Nuclear Plant Operators will be given the opportunity to enter the License Operator Training Program.
- (2) Employees entering this training will not be eligible for plant related overtime during the period of training and will be required to make vacation schedule adjustments to coincide with the training program schedule.
- (3) In order to successfully complete the License Operator Training Program, the employee must:
  - (a) Successfully complete each course in the License Operator Training Program. For each course within the License Operator Training Program a final examination will be given. An employee who fails to pass any of these examinations will be given the opportunity to pass a reexamination for the course, normally within three weeks of the original examination. Failure to pass the second course examination

constitutes a failure to complete the License Operator Training Program.

- (b) A final comprehensive examination on the License Operator Training Program will be given. An employee who fails to pass any of this examination will be given the opportunity to pass a reexamination of the failed section(s), normally within three (3) weeks of the original examination. Failure to pass this reexamination constitutes a failure to complete the License Operator Training Program. These examinations will be similar to NRC exams in that simulator, plant tour, oral and written examinations will be given. The passing criteria will be in accordance with NRC Standards.
- (4) Employees who pass the License Operator Training Program, and who meet all other NRC requirements for licensing, will be recommended to the NRC for operator license examinations. Employees who fail to pass the NRC license examination will receive Company provided retraining and, following successful completion of the Company provided retraining examinations, will be recommended to the NRC for a second examination. Employees will be provided two (2) opportunities to successfully complete this Company training. Failure to successfully complete the additional retraining examination or NRC examinations constitutes a failure to license.
- (5) Employees granted an NRC operating license will be promoted to **Plant Control Operator Susquehanna** in accordance with Article VI, Section 5, Paragraph E of this Agreement.
- (6) Upon receipt of their NRC Reactor Operator License, licensed operators will receive a premium



of **four dollars (\$4.00)** per hour. Licensed operators who successfully qualify and receive an NRC Senior Reactor Operator's License will receive an additional premium of twenty-five cents (25¢) per hour. These premiums will be considered as part of base pay for purposes of determining wage related benefits and overtime payment; however, they will not be subject to general wage increases.

- (7) Employees who fail to successfully complete the License Operator Training Program or who fail to license, will be assigned to the job of Nuclear Plant Operator at the applicable rate of pay provided they have previously held this title. They will not be considered for entry into the License Operator Training Program for a minimum of two years from the date of failure. License Operator Candidates re-assuming their Nuclear Plant Operator job will receive NPO job seniority credit for the time spent as License Operator Candidates. Employees who reenter the License Program and fail to successfully qualify on this second opportunity will not be eligible for future consideration to enter the Program.

### **C. License Operator Requalification**

- (1) Plant Control Operators and Utility Shift Operators must maintain their operating license in accordance with the License Operator Requalification Program. A final examination will be given at the conclusion of each major portion of the License Operator Requalification Program. Annually, there will be a series of examinations similar in scope to the NRC license operator examinations. Passing criteria will be in accordance with NRC standards. Employees failing to pass any of the aforemen-

tioned examinations will be given an opportunity to take a second examination following the completion of an accelerated upgrading program. Failure to pass the first annual examination will be cause for removal of the premium pay contained in Paragraph (6) of this Section and failure to pass the second examination constitutes a failure to satisfy license operator requalification requirements.

- (2) Employees who fail to satisfy license operator requalification requirements or who have their license revoked by the Nuclear Regulatory Commission shall be subject to the provisions of Article V, Section 2, Paragraph K and Article VI, Section 5, Paragraphs J and K of this Agreement.
- (3) **The method of payment for the SSES Plant Control Operator Requalification premium will be as follows:**
  - (a) **SSES Plant Control Operators who requalify during the annual License Requalification on the initial test or on the first remediation in a given year will be paid a premium each pay period equal to \$.77 per hour for all hours paid as a qualified SSES Plant Control Operator.**
  - (b) **The premium amount will continue until the next annual requalification period. The premium amount will also continue each time the SSES Plant Control Operator successfully completes the subsequent annual License Requalification on the initial test or on the first remediation.**

### **Section 3. Job Bidding Restriction**

**A.** Employees who possess an NRC operating license and employees in formal training to acquire an NRC operat-

ing license are ineligible, except by mutual agreement of the Company and the Union, to bid a posted vacancy outside the Susquehanna S.E.S. operations progression line for a period of three (3) years following the start of formal operator license training. During this period, these employees are eligible for a leave of absence provided in Exhibit G of this Agreement but are not eligible for a leave provided in Article II, Section 9.

#### **Section 4. Assignment of Regular and Overtime Work**

A. Work assignments and overtime assignments will be made with consideration given to the radiation exposure level of the employee in addition to other factors such as type of work, skills required and cumulative overtime. Employees who have reached their maximum exposure level or are nearing the level will be reassigned to other work within the job description. If this is not possible, the employee will be assigned other type work with no reduction in salary.

#### **Section 5. On-Site Inspections**

A. Employees will be required to fully cooperate with the Nuclear Regulatory Commission Inspectors and Inspectors from other regulatory agencies.

#### **Section 6. Operations**

A. At any time it becomes apparent the Company will not have a sufficient number of licensed operators for plant operation, the Company reserves the exclusive right to employ or utilize qualified individuals to assume these licensed positions. The employment or utilization of such individuals will have no adverse effect on promotions to Plant Control Operator and staffing requirements for all licensed positions will be readjusted on the basis of attrition.

## **Section 7. Temporary Promotions to Supervisor**

**A.** Non-supervisory employees may be temporarily promoted to supervisory positions for a period of time not to exceed six (6) months from the date of promotion for major overhauls, the refueling process, and to perform duties as an Instructor, and the following conditions shall be applicable to those employees selected:

- (1) They will sustain no loss in job seniority or bargaining unit service for time spent in the supervisory status.
- (2) They will be removed from the call-out roster.
- (3) They will continue to pay Union dues at their permanent rate of pay.

Supervisory replacement for substitution purposes will be handled in accordance with Article VI, Section 4, Paragraph A.

## **Section 8. Medical and Psychological Examinations**

**A.** The Company may require medical and psychological examinations of employees at its discretion and expense.

# **ARTICLE XII FIELD SERVICES – GENERATION AND REGIONAL RESOURCE MANAGEMENT – MATERIAL AND TRANSPORTATION**

## **Section 1. Organization**

**This Article applies only to those employees in Electric Utilities holding the job titles listed below. The following progression lines will be systemwide for promotions, demotions, or transfers with roster location, region, and quadrant assignments for work rights and shipping purposes.**

## **A. Progression Lines**

The progression lines are as follows:

- 1. Field Services - Generation**
  - a. Mechanical (Former Mobile Work Force Generation Support Mechanical)**
  - b. Electrical (Former Mobile Work Force Generation Support Electrical)**
- 2. Field Services – Regional**
  - a. Mechanical & Electrical Mechanical (Former Mobile Work Force Mechanical) Electrical (Former Mobile Work Force Electrical)**
  - b. Transmission and Distribution Lines (Former Mobile Work Force Lines)**
  - c. Equipment Operation (Former Mobile Work Force Equipment Operator)**
- 3. Resource Management - Material**
  - a. Material (Former Mobile Work Force Material)**
- 4. Resource Management -Transportation**
  - a. Mechanic (Former Mobile Work Force Transportation Mechanic – Regional and Generation)**
  - b. Material (Former Mobile Work Force Transportation Material)**

## **B. Job Descriptions**

The following job classifications exist in the above progression lines. All future hires, promotions, demotions, or transfers will involve these job classifications.

Electrician Leader-**FS**  
Electrician-**FS**  
Equipment Operator-**FS**  
Helper-**FS/RM**  
Journeyman Electrician-**FS**  
Journeyman Lineman-**FS**  
Journeyman Mechanic-**FS**  
Lineman- **FS**  
Lineman Leader-**FS**  
Material Handler-**RM**  
Mechanic-**FS**  
Mechanic Leader-**FS**  
Transportation Handyman-**RM**  
Transportation Journeyman Mechanic-**RM**  
Transportation Material Handler-**RM**  
Transportation Mechanic-**RM**  
Transportation Mechanic Leader-**RM**  
Troubleman-**FS**  
Utility Worker-**FS** (**Not attached to a progression line**)

**C. Promotional Opportunities**

Employees in these jobs - Lineman, Electrician, Mechanic and Transportation Mechanic - will be promoted to the Journeyman level after five (5) years in rate and completion of the associated units of instruction.

**D. Roster Locations**

For work assignment purposes, all employees in the **above lines of progression** will be rostered at one of the following locations.

**Field Services - Generation**

Brunner Island	Martins Creek	
Holtwood	Montour	Susquehanna

For work assignment purposes of **Field Services - Generation** employees, Montour SES is located in the North-west Quadrant of **PPL's** geographic territory whereas Brunner Island SES and Holtwood HES are located in the Southwest Quadrant. Martins Creek SES is located in the Southeast Quadrant and Susquehanna SES is located in the Northeast Quadrant.

**Field Services - Mechanical & Electrical and Resource Management - Material**

Bethlehem	Hazleton	Scranton
Bloomsburg	Juniata	Strawberry Ridge
Buxmont	Lancaster	Sunbury
Carbondale	Lehigh	SSSES-230Kv Yard
Cocalico	Montoursville	West Shore
Frackville	Orwigsburg	Wilkes-Barre
Harrisburg	Pocono	

**Field Services - Transmission & Distribution and Resource Management - Material**

Bethlehem	Honesdale	Quarryville
Bloomsburg	Lancaster	Scranton
Buxmont	Lehigh	Sinking Springs
Carbondale	Lock Haven	Slatington
Cocalico	Marion Heights	Sunbury
Elizabethville	Montoursville	West Shore
Frackville	Newport	White Haven
Hamlin	Orwigsburg	Wilkes-Barre
Harrisburg	Panther Valley	
Hazleton	Pocono	

## Resource Management - Transportation

Bethlehem	Hazleton	Newport
Bloomsburg	Honesdale	Pocono
Brunner Island SES	Lancaster	Quarryville
Buxmont	Lehigh	Scranton
Cocalico	Lock Haven	Sunbury
Elizabethville	Martins Creek SES	Susquehanna SES
Frackville	Montour SES	West Shore
Harrisburg	Montoursville	Wilkes-Barre

For work assignment purposes of Mechanical & Electrical and Transmission & Distribution employees, the geographic boundaries of the six (6) regions of the service territory will be used.

E. Promotions and temporary assignments in the **progression lines listed in Paragraph A above** will be based on Job Classification Seniority.

## Section 2. Work Assignments

### A. Temporary Assignments

#### **Field Services - Transmission & Distribution and Mechanical & Electrical Resource Management – Material and Transportation**

For Transmission & Distribution, Mechanical & Electrical, Transportation and Material work assignments within a region, if additional personnel are needed at a particular work location for normal work, the Company will retain the right to make the sole determination where personnel are needed, what classifications of personnel are needed and what work location or work locations will supply the personnel. The most junior employees, by job classification/**specialty**, on the work location roster at



the supplying work location will be temporarily assigned to fulfill this need.

For normal intra-regional work assignments, the junior employee in a job classification/**specialty will be** assigned within twenty (20) miles from his regular headquarters. **For** subsequent intra-regional assignments outside twenty (20) miles requiring the same classification/**specialty** of employee from the same work location, the junior employee will be reassigned to the location outside twenty (20) miles. This **reassignment** will not apply to any intra-regional assignments within twenty (20) miles nor to assignments outside the region. **No roster can be both a sender and receiver of employees of like job classification/specialty for intra-regional assignments.** (The intent of this paragraph is to assign the most junior employee by job classification/specialty first to intra-regional work assignments).

**For normal work assignments outside a region, the most junior employee by job classification/specialty in the region will be assigned. No region can be both a sender and receiver of employees of like job classification/specialty for inter-regional assignments.**

When it is necessary to dispatch Local 1600 personnel on emergency inter-regional assistance and foreign utility assistance during scheduled or non-scheduled working hours, or intra-regional assistance during non-scheduled working hours, the Company will retain the right to make the sole determination where personnel are needed, and what classifications of personnel are needed and what work location or work locations will supply the per-

sonnel. Employees will then be selected by job classification/**specialty** in conjunction with their position on the call-out roster at the time they are to be dispatched. However, for intra-regional emergency assistance started during working or extended hours, crews may be dispatched intact if it is deemed expedient.

Contractors may be assigned to a region to perform unscheduled critical work for no more than five (5) days while employees assigned to those rosters are shipped out.

### **Field Services - Generation**

**Field Services** - Generation employees will have work rights on their plant rosters according to job classification seniority. Shipment of employees outside of their plant roster will be according to job classification seniority. No plant roster or quadrant can be both a sender and receiver of employees of like rates/skills. However, for assignment in or out of Susquehanna SES, management will select employees based on NRC requirements, such as, security clearance, radiation exposure, literacy requirements. The parties recognize the special requirements needed to work at Susquehanna SES; therefore, due to an inability to gain access to SSES, it may be necessary to send employees to an alternate roster. Contractors may be assigned to a plant or quadrant to perform unscheduled, critical work for no more than five (5) days while employees assigned to those rosters/quadrants are shipped out.

The parties recognize that situations may occur where it is necessary to take immediate action to

restore or maintain operating capacity of a generating station. In these situations, employees may be required to remain at a work assignment outside their roster/quadrant while other employees are brought in with like skills. Under these circumstances, the employees will remain outside their roster/quadrant for a period normally not to exceed seven (7) days and shall not exceed fourteen (14) calendar days. Those employees who remain outside their roster/quadrant during this period will be eligible for travel time and reasonable out-of-pocket expenses including mileage, meals, and lodging where applicable for any days of the assignment in excess of seven calendar days.

#### General

Employees will be temporarily assigned to other work locations in **PPL's** service territory as necessary. For non-service territory work, the Company will provide the Union with timely notification of the work location and entire scope of the work. For this work, the Company will maintain volunteer lists of employees and will conduct another canvas for volunteers for each job. For voluntary assignments outside the service territory, the senior-most qualified volunteer will be sent first. If sufficient volunteers are not secured, the junior people by job classification systemwide will be assigned to the job. Employees assigned to this work will have the option to return home on a biweekly basis paid for by the Company. The parties also agreed to meet to discuss enhancements to encourage people to volunteer.

## B. Specialties

The recognized specialties that will be considered for sending a senior person out or allowing a junior person to remain at their regular work location are welding, machining, electronics, equipment operation, and planning. The existing planning work rules for overtime and job assignments will be retained. If an employee has one or more of these specialties, it will be indicated on the work location roster. Transmission line, distribution line, and telecommunications specialty designations will be retained until employees are qualified to perform the duties in the new jobs.

The number of specialties will be designated for each region and quadrant. Employees can apply for these designations and selections will be based on seniority and demonstrated ability. Employees desiring to designate a specialty will be given the opportunity based on the need within a classification at the region or quadrant. Employees will communicate their interest in a specialty by letter to management with a copy to the Local Union stating their classification and the specialty desired. Upon an anticipated need for the specialty within a classification, management will train the employee based on seniority in the classification of those who have submitted a request.

Employees who desire to discontinue their specialty status will submit a letter to management with a copy to the Local Union stating their intent to discontinue the specialty and reasons for the request. Requests for certified medical reasons will be granted. Other requests to discontinue a specialty

will be granted based on securing a trained replacement.

### **Field Services - Regional Electrician Specialties**

The following applies to specialties within the Regional electrical progression line. Acquiring these specialties will not affect the current job ranking seniority.

All employees in the Field Services – Regional Electrical Progression Line will be trained and qualified within their job classification to perform work on underground systems (URD). URD work will not be considered a specialty.

All employees presently in the Regional Electrical Progression Line, who previously held any of the former Electric Repairman titles will be considered as qualified to perform any work in that discipline with a Substation specialty.

All employees presently in the Regional Electrical Progression Line, who previously held any of the former Underground Repairman titles will be considered as qualified to perform any work in that discipline with a Network specialty.

Employees promoting or entering the Regional Electrical Progression Line at the Electrician classification or above shall indicate a preference within their respective probationary time frames.

For initial staffing, the Company will identify the number of Substation and Network specialties

needed at each roster location. The Company will select additional employees for the specialties based on the employees' preferred choice(s) by seniority. In the event the number of employees has not met the number of needed specialties at a roster location, the most junior employee in that job classification at that roster location will be required to accept the needed specialty.

In the event the Company needs to increase the number of specialties at a roster location, the Company will offer the specialty to those employees who did not have their preferred choice for that specialty satisfied at that roster location by seniority. If the need is not met, the Company will canvass the employees at that roster location for new choices prior to requiring the junior employee to accept the specialty.

An employee may have multiple specialties. These situations may be approved after all employees in the job classification at that roster location have had their first choice preference for a specialty satisfied.

The Company agrees to maintain on a regional basis, for the duration of the labor agreement, a ratio of one (1) Leader to five (5) employees in the Regional-Electrical Progression Line, unless otherwise agreed to by the parties.

The Susquehanna 230 Kv Switching Station will be considered in the Susquehanna Region for work rights.

### C. Overtime Procedures T&D and M&E

Separate overtime rosters will be established for call out and cumulative overtime.

#### Call-Out Rosters

The rotational call-out rosters will be used for:

1. Emergency work during non-scheduled hours at the employee's normal headquarters.
2. To dispatch employees on inter-regional assistance and foreign utility assistance during scheduled or non-scheduled working hours.
3. To dispatch employees on intra-regional assistance during non-scheduled working hours.
4. Employees will be selected by job classification in conjunction with their position on the call-out roster at the time they are to be dispatched. However, for intra-regional assistance during working hours, crews may be dispatched intact, if it is deemed expedient.
5. The rosters will be grouped by high side, low side and support rosters.

T&D High Side	Lineman Leader, Journeyman Lineman, Troublemaker
Low Side	Lineman, Helper Lines
M&E High Side	Mechanical Leader, Journeyman Mechanic
Low Side	Mechanic, Helper Mechanical
High Side	Electrical Leader, Journeyman Electrical
Low Side	Electrician, Helper Electrical
T&D and M&E Support Roster	Material Handler, Helper Material, Equipment Operator

### Cumulative Overtime Roster

The cumulative overtime roster will be used for overtime opportunities not covered by call-out rosters.

1. All overtime hours worked that are not associated with the call-out roster (defined above) will be charged to the cumulative overtime roster, including working through lunch and overtime hours that are a continuation of the work day.
2. Employees will be charged for overtime worked or offered. Time charged a person is determined by the number of hours worked by the employee who works the overtime.
3. If employees are assigned to a temporary work location, they will remain on the cumulative roster at their regular job headquarters only for weekend overtime opportunities if they are not working at the assigned work location. In addition, they can be offered overtime at the temporary work location after it has been offered to all the employees on the regular roster at that location.
4. For cumulative overtime purposes, a new person coming into this roster will be assigned the amount of overtime equal to the average time of the employees in that classification.
5. The cumulative overtime roster will be updated on a daily basis.

**D. Overtime Procedures for Field Services - Generation**  
**Field Services -** Generation will follow the overtime procedures established for Transmission & Distribution and Mechanical & Electrical.



#### **E. Overtime for Transportation**

The 1993 Memorandum of Agreement that addresses Transportation call-out and prearranged overtime will remain in effect.

#### **F. Call-out Response**

Each roster can elect to utilize a self-managed call-out roster with options to have a primary and secondary roster and the ability to use body swaps. Employees who exhibit a poor call-out response shall be subject to Article VI, Section 5, Paragraph J, and Article VIII, Section 2, Paragraph F, of the Labor Agreement.

### **Section 3. Staffing**

#### **A. Temporary Furlough**

In the event the workload declines to a level where there is a need to reduce the workforce, **management** will identify the excess employees by job classification and roster location. The necessary reductions will be made in the following manner:

1. **Voluntary Furloughs:** Employees at the identified roster location may volunteer for temporary furlough and they will be released on the basis of their job classification seniority, with senior employee given first choice. Second preference to volunteer will be given to employees in the same progression line at other roster locations and they will be released on the basis of their job classification seniority, with senior employee given first choice. Such temporary furloughs will be for specific time durations and volunteers will return no later than the specified ending date. There is no limit on voluntary furloughs.

2. **Rollbacks:** If there are not enough volunteers, employees hired after May 18, 1998, may either bump the most junior employee hired after May 18, 1998, in their job classification and progression line or rollback to lower positions within their progression line based on their Local 1600 Seniority. If they do not bump another employee, they will be assigned to an available Utility Worker position closest to their home based on Local 1600 Seniority. In all cases, the employee will assume the rate of pay for the classification selected. Such employees will be subject to furlough or temporary assignments to other classifications for up to twelve (12) pay periods per rolling year until they attain fifteen (15) years of Local 1600 Seniority.
3. Employees on furlough will continue to accrue Company Service, Local 1600 Seniority, and receive full benefits, excluding coverage for any injury while working for another employer.
4. If employees are on furlough or rolled-back in this process, contractors cannot be utilized in such employees' quadrant, region, or roster location to perform unscheduled, critical work the Company employees would have normally performed for more than five (5) days during any furlough period. If contractors are used and employees are not offered the opportunity to return, such employees will be paid at the rate of pay for their regular classification for all days that contractors work in their quadrant, region, or roster location.

#### **B. Utility Worker Pool**

The parties agree to establish a pool of temporary employees, Utility Worker, to replace contractors performing Building Custodian, Handyman-Power Production, Handy-

man-Distribution, Groundman, and Laborer functions. This pool will also provide opportunities **for employees covered under Article XII** when **their** workload declines and it is necessary to temporarily reduce the work force. This provision will replace the use of Specific Temporaries **in Article XII**.

New employees will be hired to work as Utility Workers. Their Local 1600 Seniority will be the date of hire regardless of the number of layoffs and such employees are eligible to bid on posted jobs while actively employed. In the event a period of layoff exceeds thirteen (13) pay periods a new Local 1600 Seniority date will be established. They are not eligible for benefits and travel expenses nor guaranteed forty (40) hours per week. **Utility Workers will receive the same employee benefits and entitlements as defined in Article V, Section 4, Paragraph A as Specific Temporary employees.** If an employee is bumped by an **Article XII employee**, they can bump other Utility Workers with less Local 1600 Seniority.

The intent of this concept is to replace the contractors doing this work with Local 1600 employees. However, to meet temporary peaks for flaggers at a particular location, contractors may occasionally do this work.

When regular **Article XII** employees are assigned to this pool, they will be given the Utility Worker position closest to their home by Local 1600 Seniority and will continue to receive benefits and travel expenses in accordance with the Labor Agreement.

Utility Workers on layoff will have reemployment opportunities before a new employee is hired into the Utility Worker Pool.

### C. Temporary Promotions

Employees will be temporarily promoted to meet **Field Services - Generation** welding needs.

#### **D. Temporary Promotion to Supervisor**

Non-supervisory employees may be temporarily promoted to supervisory positions in accordance with Article V, Section 2, Paragraph C(1) a, b.

### **Section 4. General**

#### **A. Jobs Postponed or Canceled**

Whenever crews report for regular work and the job is canceled or postponed, they will be given First Aid, Safety, or other instructions or other work, and will be allowed, provided they accept miscellaneous assignments, a minimum pay for that day equal to the pay for eight (8) hours at straight time rates.

Whenever crews report for prearranged overtime work and the job is canceled or postponed they will be given First Aid, Safety, or other instructions or other work, and will be allowed, provided they accept miscellaneous assignments, a minimum pay for that day equal to the pay for four (4) hours at straight time rates. If the employee accepts the cancellation of prearranged overtime and elects not to report to work, the minimum compensation shall not apply. Employees who report for work and are not offered any other assignments will be eligible for the minimum compensation.

#### **B. Travel Time**

Travel time both ways between work headquarters and the job will be considered time worked.

#### **C. Short Shifting**

Employees who have their work schedule changed, per the Labor Agreement, will have at least eight (8) hours of rest at home. They will be released from their regular assignment at the time they are notified. Employees who have their work location changed will have at least eight (8) hours of rest at home before reporting to the new location.

#### **D. Safety**

The parties agree all employees need to be committed to maintain an accident-free environment. No employee will be expected to perform work assignments for which they have not been trained or have an equivalent level of practical experience.

When **PPL** employees perform work for others, they will follow **PPL** Safety Rules. In these situations, **PPL** Energy Control Process procedures will be followed as closely as possible.

The President of Local 1600 shall select the bargaining unit members of joint Safety and Health Committees.

When a lineman is working in the danger zone, a second lineman will be at that location.

#### **E. Training**

Formal training will be provided to employees at each level of the progression lines. Employees will begin training on the appropriate modules when they promote/select the new position. Employees must pass associated module testing in their current position prior to being considered for future promotions. Failure of training modules is not cause for an employee to be removed from their current position and employees who fail may re-test. Training will be completed within four (4) years of the date of promotion/selection. If a vacancy occurs before the employee completes all the modules, he will not be denied the promotion.

#### **F. Modified Duty**

Employees who are released for limited duty by a physician or medical specialist following a period of illness or injury will be considered for available work under the following conditions

1. Modified duty resulting from an occupational disease or injury will be provided if the employee is able to perform satisfactorily.
2. Modified duty resulting from a non-occupational disease or injury may be provided if the employee is able to perform satisfactorily.

Employees who are on modified duty as the result of an occupational disease or injury will have preference for any available work and for assignments closer to their permanent residence.

The rate of pay for employees on modified duty will be determined in accordance with Article VIII, Section 11C. Work assignment and training school expense provisions of this Agreement will apply when an employee is on modified duty. The assignment of overtime will be at the discretion of the Company. This provision for modified duty will not apply when the sickness or injury is the result of willful intention to injure ones self (or some other person), by commission of any crime, or as a consequence of working for an employer other than the Company or working for remuneration through self-employment.

## **ARTICLE XIII**

### **CUSTOMER CARE CENTER**

#### **Section 1. General**

**A.** The parties recognize that transition to a non-regulated energy market will require the Company to develop new facilities, work groups, job descriptions, rates of pay, benefits and appropriate work practices.

**B.** Currently, the Company is contracting out (outsourcing) the telemarketing functions while they explore and analyze the possibility to internally develop an infrastructure to support these functions.

C. Experience with this effort will be evaluated through July 1999. If it is determined that such work will continue to be required, steps will be taken to transition the work back to Local 1600, commencing no later than July 31, 1999. When this occurs, the new telemarketing job description, rate of pay, benefits, and other work practices will become effective.

## **Section 2. Operating Rules and Understandings**

A. Overtime will be paid for time worked over eight (8) hours per W-day (Monday through Saturday) and hours worked on ST-days.

B. Call-out and prearranged rosters will be established by Local 1600 and the Company. In the event agreement is not reached, Exhibit H will be utilized.

C. The ratio of Customer Agents to Lead Customer Agents will be normally ten (10) and up to fifteen (15) to one (1). If beyond fifteen (15), another Lead will be established.

D. Customer Care Center jobs will be considered bumpable level jobs per the Labor Agreement. Any employee who bumps into the Customer Care Center must be qualified and have successfully passed the appropriate job qualification test. Pay tapering will apply to employees electing these jobs.

E. Customer Care Center employees having four (4) years of uninterrupted Local 1600 service within the Care Center progression line will be able to utilize the placement process per Article X. Time spent out of the line for the following reasons will not be considered a break in service, but will not be credited to the four (4) year period:

- (1) Bidding on posted positions and returning within six (6) month probationary period
- (2) Military leave of absence

- (3) Personal leave of absence**
- (4) Child care leave of absence**
- (5) Medical leave of absence**
- (6) Union leave of absence**

**This language will not restrict the employees' option to bump within the Care Center before meeting the four (4) year eligibility requirement. Any employee entering the Care Center with Article X rights will retain those rights.**

**F.** If reductions occur within the Customer Care Center, employees will have the option to bump within the Customer Care Center by Local 1600 Seniority. The most junior bumped employee will be laid off unless there are contractors working whose work they can perform or they can bump a junior part-time employee working in the Customer Care Center. If the person affected was hired prior to May 18, 1998, they can exercise their displacement rights in accordance with Article X.

**G.** All Customer Agents, Lead Customer Agents and Telemarketing Clerks will be subject to silent call monitoring, remote call monitoring and side by side call monitoring in accordance with the law.

**H.** In the event the senior Customer Agent is assigned to substitute for a Lead Customer Agent for any reason, the substitute will be paid the appropriate CC-03 rate of pay if the substitution extends beyond one (1) day within the work week.

**I.** While it is not the intent to fully staff the Customer Care Center with part-time employees, part-time employees will be utilized to efficiently address the work load and Company recruiting needs. Part-time employees will not be scheduled to work less than two (2) hours a day or more than twenty (20) hours a week. In the case of job sharing,



part-time workers will not exceed 25% of the total full-time staffing level by job classification.

**J. Employees will be offered the opportunity to bid and test for the positions of Customer Agent-Billing and Customer Agent-Calls semi-annually (every 6 months) in June and December. When a position vacancy occurs (determined by the approval date of the personnel requisition), it will first be offered to employees who have submitted a request for a lateral transfer. If no candidates accept or exist, the position will then be offered to the bidders who have successfully passed all of the required tests, and the telemarketing clerks, according to IBEW Local 1600 seniority. Employees who have submitted their bids but have not completed all of the required tests will have to wait until the next available vacancy after all of the required tests are completed.**

**K. The parties agree to jointly develop all appropriate job qualification tests.**

**L. All provisions of the Labor Agreement will apply unless modified by the above rules.**

## **ARTICLE XIV TERM OF AGREEMENT**

### **Section 1. Governmental Agencies**

**A. If any part of this Agreement requires submission to and/or the approval of any governmental agency, the Company and the Union agree to cooperate in complying with the requirements of any such governmental agencies. It is understood and agreed that all such benefits, or portions thereof, as are required to be submitted to a governmental agency, for approval or rejection or modification, shall be contingent upon and subject to, the action of such governmental agency. If such governmental agency should grant only a portion of such benefits or should deny to the Com-**

pany the right to grant any portion of such benefits, this Agreement shall nevertheless remain in effect as so modified for the full term hereof.

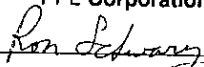
## **Section 2. Term of Agreement**

**A.** This Agreement shall become effective May 13, 2002. It shall remain in full force and effect up to and including May 7, 2006, except to the extent provided in Paragraph B below, and shall continue in full force and effect from year to year thereafter, unless at least sixty (60) days prior to any expiration date either party notifies the other, in writing, of its desire to amend or to terminate the Agreement.

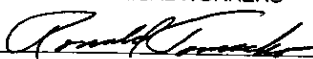
**B.** Should the parties fail to reach an agreement by May 7, 2006, the expiration date of this Agreement notwithstanding anything to the contrary in this Agreement, the Company shall not be obliged to make premium payments under the various benefit plans on behalf of employees who are on strike for the duration of the strike.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be subscribed this 14th day of May, 2002.

PPL Corporation

By   
/s/ **Ronald Schwarz**  
Vice President Human Resources of PPL Services Corporation,  
**Acting as agent for PPL Corporation**

LOCAL UNION 1600 OF  
INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS

By   
/s/ **Ronald F. Tomasko**  
**President - Financial Secretary**

**Exhibit A**  
**Job Titles, Job Codes, Bumping Criteria & Salary Grades**

Key: T = test      B = background      D = degree      NB = no background  
 NT = no test      Ty = Typing test      \* = Incumbent only

Job Title	Job Code	Bumping Criteria	Salary Grade
Abstract & Survey Assistant	8901	T & B	B15
Administrative Support Clerk	3262	T	CC2
<b>AMR Leader</b>	<b>3802</b>	fill as Meter Reader	<b>B75</b>
Apprentice Operator Cash Receipts	3121	NT	KE1
Assembler	5735	NT	B04
Assistant Operator Office Svcs.	3321	NT	KE1
<b>Attachment Specialist</b>	<b>3754</b>	NT	<b>B08</b>
Auxiliary Systems Operator Susquehanna*	8791	T & D	B13
Bookkeeper	4605	T	B11
Bookkeeper Senior	4708	T	B12
Budget Clerk System Planning	4800	T	B09
Building Custodian - SSES	2913	NT/NB	B03
Building Custodian*	5536	fill as Utility Worker-FS	B02
Building Instrument Mechanic 1st Class	6527	T & B	B12
Building Instrument Mechanic 2nd Class	6526	T & B	B10
Building Maintenance Helper	5533	NT	B05
Building Maintenance Leader	8331	T & B	B12
Building Maintenance Repairer	5531	T	B10
Building Mechanic 1st Class Electrical G.O.	6524	T & B	B10
Building Mechanic 1st Class Mechanical	6533	T & B	B10
Building Mechanic 2nd Class Electrical G.O.	6522	T & B	B08
Building Mechanic 2nd Class Mechanical	6233	T & B	B08
Building Utilities Mechanic 2nd Class	6521	T	B07
Building Utilities Mechanic 3rd Class	6520	T	B05
Cash Receipts Leader	3123	T	B09
Chemistry Technician Helper Susquehanna	8735	T & B or D	B08
Chemistry Technician Level I Susquehanna	8732	T & B or D	B13
Chemistry Technician Level II Susquehanna	8733	T & B or D	B15
Clerk Cash Receipts	2813	NT/NB	B01
Coal Equip. Operator I	6405	NT/NB	B05
Coal Equip. Operator II	6408	NT/NB	B08
Coal Equip. Operator III	6409	NT/B	B09
Coal Equip. Operator IV	6411	NT/B	B11
Collection Assistant	2710	NT/NB	B01
Communications Maintenance Technician	8930	T & D	B14
Communications Maintenance Tech. Assistant	4930	T & D	B11
Computer Operator	4608	T	B10
Cost Analyzer 1st Class	4609	T	B11
Cost Analyzer 2nd Class	4509	T	B09

**Exhibit A**

**Job Titles, Job Codes, Bumping Criteria & Salary Grades**

Key: T = test      B = background      D = degree      NB = no background  
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<b>Job Title</b>	<b>Job Code</b>	<b>Bumping Criteria</b>	<b>Salary Grade</b>
Cost Analyzer Senior	4718	T	B12
Crane Operator	6437	NT/NB	B08
Customer Agent – Billing	3263	T	OC2
Customer Agent – Calls	3261	T	OC2
<b>Customer Contact Center-Training Asst. (Temporary Position Only)</b>	<b>3450</b>	<b>fill as CSR/CSR-Shift</b>	<b>CS5</b>
Customer Contact Representative	4511	T	B10
Customer Representative A	4211	T & Ty	CS3
Customer Representative B	3911	T & Ty	CS2
Customer Service Clerk	3606	T & Ty	CS1
Customer Service Representative	4200	T & Ty	CS3
Customer Service Representative Shift	4201	T & Ty	CS4
<b>Data Acquisition &amp; Translation Operator</b>	<b>3579</b>	<b>T &amp; Ty</b>	<b>B09</b>
Demand Meter Inspector	8138	T	B09
Designer Drafting	9010	T	B16
Development Assistant-Training Center	4330	NT/NB	B08
Distribution Service Representative	4450	T	B09
Distribution Technician	2787	T or D	A10
Distribution Technician Trainee	2777	T or D	A10
Drafter Level I	4110	T	J01
Drafter Level II	4610	T & B	J02
Effluents Technician I	2843	T	B08
Effluents Technician II	2842	T	B11
Electric Equip. Repairman 1st Class	8442	T & B	B13
Electric Equip. Repairman 2nd Class	8443	T	B09
Electric Equip. Repairman 3rd Class	8444	T	B06
Electric Equip. Repairman Leader	8543	T & B	B15
Electrical Test Technician	2796	T or D	A12
Electrical Test Technician – Trainee	2766	T or D	A12
Electrician - FS – Generation	3286	T & B	F06
Electrician - FS – Regional	3287	T & B	F06
Electrician Leader - FS – Generation	3282	T & B	F12
Electrician Leader - FS – Regional	3283	T & B	F12
Elevator Mechanic*	6510	<b>fill as Building Instrument Mech 1/C</b>	B11
Engineering Clerk	4390	T & Ty	B08
Engineering Design Technician	2781	T or D	A10
Engineering Design Technician Trainee	2771	T or D	A10
<b>Enrollment/Billing Clerk</b>	<b>3590</b>	<b>T &amp; OPAC</b>	<b>KE1</b>

**Exhibit A**

**Job Titles, Job Codes, Bumping Criteria & Salary Grades**

Key: T = test

B = background

D = degree

NB = no background

NT = no test

Ty = Typing test

\* = Incumbent only

Job Title	Job Code	Bumping Criteria	Salary Grade
Equip. Operator - FS	3243	T & B	F07
Equip. Operator 1st Class (SSES)*	9909	fill as Sta Mech (M)-SSES	H09
Expenditure Requisition Clerk	4513	T & Ty	B09
Facility Records Specialist	3861	T	B08
Fire Protection Mechanic	8715	NT/NB	B08
Fire Protection Specialist	8713	NT/B	B12
Fossil Fuels Clerk	4340	T & Ty	B08
General Utility Man	3080	T & B	B15
Handyman Effluents	2847	NT	B04
Handyman Power Production*	5862	fill as Utility Worker-FS	B03
Handyman Susquehanna	8674	NT	B04
Handyman System Crew	5839	T	B03
Health Physics Technician Helper	8693	T	B07
Health Physics Technician Level I	8690	T	B13
Health Physics Technician Level II	8691	T & B	B15
Health Physics Technician-Instruments	8694	T & B	B14
Helper Effluents	2846	T	B06
Helper - FS - Generation - Electrical	3290	NT/NB	F03
Helper - FS - Generation - Mechanical	3289	NT/NB	F03
Helper - RM - Material	3293	NT/NB	F03
Helper - FS - Regional - Electrical	3292	NT/NB	F03
Helper - FS - Regional - Mechanical	3291	NT/NB	F03
Helper - FS - Regional T&D	3288	NT/NB	F03
Inspector Lines*	8332	fill as Line Maint. Insp.	B10
Instrument & Control Maintenance Leader*	8955	fill as Instrument Man	B15
Instrument & Control Technician Helper Susq.	8770	T	B08
Instrument & Control Technician Level I Susq.	8766	T & B or D	B14
Instrument & Control Technician Level II Susq.	8767	T & B or D	B16
Instrument Man	8660	T	A05
Instrument Man Trainee	8661	T	A05
Insulation Technician	2786	T or D	A10
Insulation Technician Trainee	2776	T or D	A10
Insulation Test Assistant	3797	T & B	B36
Journeyman Electrician - FS - Generation	3284	T & B	F09
Journeyman Electrician - FS - Regional	3285	T & B	F09
Journeyman Lineman - FS	3246	T & B	F09
Journeyman Mechanic - FS - Generation	3278	T & B	F09

**Exhibit A**  
**Job Titles, Job Codes, Bumping Criteria & Salary Grades**

Key: T = test      B = background      D = degree      NB = no background  
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Job Title	Job Code	Bumping Criteria	Salary Grade
Journeyman Mechanic - FS - Regional	3279	T & B	F09
Laboratory Svcs. Assistant	5145	NT/NB	B06
Laboratory Technician I	5151	T & D	B08
Laboratory Technician II	5152	T & D	B09
Laboratory Technician III	5153	T, B & D	B11
Laboratory Technician IV	5154	T, B & D	B15
Lead Customer Agent - Billing	3265	T	CC3
Lead Customer Agent - Calls	3264	T	CC3
Licensed Operator Candidate	8979	T & D	B15
Line Clearance Inspector	2985	D	B12
Line Maintenance Inspector	2995	T	B10
Lineman - FS	3248	T & B	F06
Lineman Leader - FS	3249	T & B	F12
<b>Loading Dock Worker</b>	<b>3678</b>	<b>T</b>	<b>B01</b>
Mail Clerk	6030	NT	B02
Maintenance Clerk Generation	4316	NT/NB	B06
Maintenance Technical Clerk	4314	NT/NB	B08
Market Research Clerk	4615	T	B10
Material Clerk - Generation	4318	NT	B09
<b>Material Clerk Specialist</b>	<b>3460</b>	<b>NT &amp; B</b>	<b>B12</b>
Material Clerk System Meters	4322	NT/NB	B08
Material Handler - RM	3250	T	F07
<b>Mechanic - FS - Generation</b>	<b>3280</b>	<b>T &amp; B</b>	<b>F06</b>
<b>Mechanic - FS - Regional</b>	<b>3281</b>	<b>T &amp; B</b>	<b>F06</b>
<b>Mechanic Leader- FS - Generation</b>	<b>3276</b>	<b>T &amp; B</b>	<b>F12</b>
<b>Mechanic Leader- FS - Regional</b>	<b>3277</b>	<b>T &amp; B</b>	<b>F12</b>
Mechanic/Welder Building Department	6538	T & B	B09
Messenger	6040	NT/NB	B05
Meter Installer 1st Class	8336	T & B	B11
Meter Reader	7439	NT	B06
Meter Technician	2782	T or D	A10
Meter Technician Trainee	2772	T or D	A10
Methods Writer	4516	T & Ty	B09
Network Control Operator	4950	T & B	B14
Nuclear Fuel Cycle Clerk	4614	T & Ty	B10
Nuclear Plant Operator Susquehanna	8790	T & D	B51
Nuclear Systems Clerk	4621	T & Ty	B10
Operations Assistant-Level I	4396	T & Ty	B06
Operations Assistant-Level II	4398	T & Ty	B08

**Exhibit A**  
**Job Titles, Job Codes, Bumping Criteria & Salary Grades**

Key: T = test      B = background      D = degree      NB = no background  
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Job Title	Job Code	Bumping Criteria	Salary Grade
Operations Scheduler & Accountant	8960	T & B	B15
Operations Scheduler & Accountant Assistant	8260	T	B12
Operations Support Clerk	3750	NT/NB	B08
Operations Support Specialist	3765	NT/NB	B10
Operator Cash Receipts	3122	NT	KG2
Operator Cash Receipts/Incumbent	3814	Incumbent only (Per OJC)	C03
Operator Helper Susquehanna	8793	T & D	B08
Operator Office Svcs.	3322	NT	KG2
Operator Office Svcs./Incumbent	3816	Incumbent only (Per OJC)	C03
Operator Printing Svcs.	2835	NT	B02
Payroll Clerk Leader	4517	T	B08
Payroll Clerk*	4425	fill as Steno/Clerk-Gen	O14
Peaking Power Specialist	3584	T & B	F09
Performance Technical Clerk	4310	T & Ty	B08
Planning Technician	2780	T or D	A10
Planning Technician Trainee	2770	T or D	A10
Plant Control Operator	8970	T & B	B14
Plant Control Operator Brunner Island	8972	T & B	B14
Plant Control Operator Hydro	8971	T & B	B14
Plant Control Operator Martins Creek	8973	T & B	B14
Plant Control Operator Susquehanna	8974	T, B & D	B17
Plant Equip. Operator	8787	T	B13
Plant Equip. Operator Trainee	8788	T	A06
Pole Inspector	2990	NT/NB	B09
Power Production Trainer (Temporary Position Only)	9001	fill with Applicable Job Title	BT1
Print Technician	2837	T	B08
Program Coder	4616	T	B11
Programmer	4920	T & B	B14
Property Maintenance Repairer	5510	NT/NB	B08
Protection & Control Technician*	2795	fill as Elec Test Tech/Trainee	A10
Protective Equip. Test Helper	3052	NT/NB	B03
Protective Equip. Tester	3054	NT/NB	B06
Purchasing Clerk	4518	T & Ty	B08
Quality Assurance Clerk	4530	T & Ty	B08

**Exhibit A**  
**Job Titles, Job Codes, Bumping Criteria & Salary Grades**

Key: T = test      B = background      D = degree      NB = no background  
 NT = no test      Ty = Typing test      \* = Incumbent only

Job Title	Job Code	Bumping Criteria	Salary Grade
Rate Research Clerk	4620	T & Ty	B10
Records Center Assistant	4490	T	B09
Relay & Protection Technician	2783	T or D	A10
Relay & Protection Technician Trainee	2773	T or D	A10
Repairer Recording Demand Equip. & Instruments	8236	T & B	B11
Results Analyst	8170	T & Ty	B11
Senior Assembler	6080	NT/NB	B05
Senior Clerk	4623	T	B10
Senior Computer Operator	4926	T & B	B13
Senior Drafter	8910	T & B	B14
Senior Fossil Fuels Clerk	4350	T & Ty	B09
Senior Laboratory Svcs. Assistant	5150	NT/NB	B07
<b>Senior Loading Dock Worker</b>	<b>3679</b>	<b>T</b>	<b>B04</b>
Senior Nuclear Fuel Cycle Clerk	4630	T & Ty	B12
Senior Operator Printing Svcs.	2836	T	B06
<b>Senior Operator Printing Svcs./Incumbent</b>	<b>3817</b>	<b>Incumbent only (Per OJC)</b>	<b>C03</b>
Senior Prot. Equip. Tester	3055	NT/B	B08
Senior Technical Assistant Susquehanna	7961	T, Ty & B	B10
Senior Technical Asst. Radiolog. & Environ. Svcs.	7956	T & B	B12
Senior Technical Clerk	4426	T & OPAC	B09
Senior Tool Repairer	3790	NT/NB	B10
Senior Tractor Trailer Operator	8045	NT/NB	B09
Serviceman	6241	T	B08
<b>Serviceman (1520)*</b>	<b>7010</b>	<b>fill as Serviceman</b>	<b>B08</b>
Shipper/Receiver	4280	NT/NB	B06
Specific Temporary - Clerk/Steno	3305		KE1 (Step 1 only)
Specific Temporary - Operating I	5505		B02 (Step 1 only)
Specific Temporary - Operating II	5805		B03 (Step 1 only)
Standards & Instrument Tester	8740	T & B	B13
Station Helper Susquehanna	8673	T	B07
Station Mechanic Susquehanna	8671	T & B	B14
Station Repairman Susquehanna	8672	T & B	B11
Steno/Clerk Entry	3221	NT	KE1



<b>Exhibit A</b> <b>Job Titles, Job Codes, Bumping Criteria &amp; Salary Grades</b>			
Key: T = test      B = background      D = degree      NB = no background NT = no test      Ty = Typing test      * = Incumbent only			
Job Title	Job Code	Bumping Criteria	Salary Grade
Steno/Clerk Entry/Incumbent	3818	Incumbent only (Per OJC)	C01
Steno/Clerk General	3222	T & Ty	KG2
Steno/Clerk General/Incumbent	3819	Incumbent only (Per OJC)	C03
Stock Clerk Building Department	6049	NT/NB	B06
Stock Clerk System Meters	4260	NT/NB	B04
Stockman - Generation	6045	NT	B07
Student Technician	2719	Not Applicable	A99
Surveyor Level I	2851	T	B06
Surveyor Level II	2852	T	B10
System Leader	3619	B	B15
System Planning Clerk	4440	T	B08
System Shops Worker	3512	NT	B03 (Step 1 only)
System Trainer	3646	B	B12
Technical Assistant Susquehanna	7960	T & Ty	B08
Technical Asst. Radiolog. & Environ. Svcs.	7955	T	B11
Technical Clerk Specialist	3865	T, OPAC & B	B10
Technical Helper - Radiolog. & Environ. Svcs.	3530	B	B07
Technical Records Analyzer & Coder	4570	T & Ty	B11
Technical Records Input Operator*	4370	fill as Steno/Clerk-Gen	B08
Technical Support Specialist	3760	NT/NB	B10
Technical Technician Training Assistant	3636	fill with Applicable Job Title	BT1
Telecommunications Technician	2789	T or D	A10
Telecommunications Technician Trainee	2779	T or D	A10
Telemarketing Clerk	3260	NT/NB	CC1
Temporary Maintenance Coordinator	3629	fill with Applicable Job Title	F12
Temporary Meter Reader	3580	NT/NB	B04 (Step 1 only)
Tool & Material Clerk	3745	NT/NB	B07
Tool & Material Svcs. Leader	3770	NT/B	B13
Tool & Material Support Clerk	3755	NT/NB	B09
Tool Repairer-1st Class	3791	NT/NB	B09
Tool Repairer-2nd Class	3792	NT/NB	B08

**Exhibit A**

**Job Titles, Job Codes, Bumping Criteria & Salary Grades**

Key: T = test      B = background      D = degree      NB = no background  
 NT = no test      Ty = Typing test      \* = Incumbent only

<b>Job Title</b>	<b>Job Code</b>	<b>Bumping Criteria</b>	<b>Salary Grade</b>
Tractor Trailer Operator	8042	NT/NB	B08
Transformer & Panel Repairer	8440	T	B09
Transportation Handyman – RM	3253	NT/NB	F02
Transportation Journeyman Mechanic - RM	3254	T & B	F08
Transportation Material Handler – RM	3255	NT/NB	F05
Transportation Mechanic – RM	3256	T & B	F04
Transportation Mechanic Leader – RM	3257	T & B	F10
Troubleman – FS	3258	T & B	F11
Utility Man Martins Creek	3071	T & B	B43
Utility Man Shift	3073	T & B	B43
Utility Man Yard - MC	3588	NT/B	B13
Utility Man Yard - BRU/MON	3589	NT/B	B14
Utility Shift Operator Susquehanna	3077	T, B & D	B74
Utility Worker A – FS	3259	NT/NB	F01
Utility Worker B – FS	3364	NT/NB	F01
Utility Worker C – FS	3365	NT/NB	F01
Utility Worker – FS (Non-Drivers)	3429	NT/NB	F01
Utility Worker – SSES	3431	NT/NB	F01
Watthour Meter Inspector	8048	T	B07
Watthour Meter Tester	8102	T	B09

**Exhibit A - 2002**

Effective 5-13-02

**"A" SALARY TABLE**

IBEW Local 1600

**For Jobs as Defined in Apprentice Training Programs  
Progression Schedule\* of Weekly and Hourly Rates**

<b>GROUP</b>	<b>1ST STEP</b>	<b>2ND STEP</b>	<b>3RD STEP</b>	<b>4TH STEP</b>	<b>5TH STEP</b>	<b>6TH STEP</b>
A05	\$661.36	\$781.60	\$901.84	\$1022.08	\$1142.32	\$1202.44
	16.534	19.540	22.546	25.552	28.558	30.061
	55.00%	65.00%	75.00%	85.00%	95.00%	100.00%
A06	721.40	799.08	876.76	954.48	1032.16	1109.84
	18.035	19.977	21.919	23.862	25.804	27.746
	65.00%	72.00%	79.00%	86.00%	93.00%	100.00%
A10	841.72	931.88	1022.08	1112.24	1202.44	
	21.043	23.297	25.552	27.806	30.061	
	70.00%	77.50%	85.00%	92.50%	100.00%	
A12	874.16	967.84	1061.48	1155.16	1248.80	
	21.854	24.196	26.537	28.879	31.220	
	70.00%	77.50%	85.00%	92.50%	100.00%	
A99	560.00					
	14.000					

\* Time Intervals between steps are defined in Apprentice Programs.  
Normally a year between steps.

## Time and Merit Progression Schedule\* of Weekly and Hourly Rates

GROUP	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP
B01	\$462.48 11.562	\$485.72 12.143	\$508.72 12.718	\$531.96 13.299	\$554.92 13.873
B02	508.72 12.718	531.96 13.299	554.92 13.873	578.28 14.457	601.12 15.028
B03	554.92 13.873	578.28 14.457	601.12 15.028	624.24 15.606	647.76 16.194
B04	601.12 15.028	624.24 15.606	647.76 16.194	670.72 16.768	693.64 17.341
B05	647.76 16.194	670.72 16.768	693.64 17.341	716.72 17.918	739.72 18.493
B06	693.64 17.341	716.72 17.918	739.72 18.493	762.80 19.070	786.12 19.653
B07	739.72 18.493	762.80 19.070	786.12 19.653	809.36 20.234	832.52 20.813
B08	786.12 19.653	809.36 20.234	832.52 20.813	855.64 21.391	878.72 21.968
B09	832.52 20.813	855.64 21.391	878.72 21.968	901.68 22.542	924.88 23.122
B10	878.72 21.968	901.68 22.542	924.88 23.122	948.20 23.705	971.20 24.280
B11	924.88 23.122	948.20 23.705	971.20 24.280	994.44 24.861	1017.36 25.434
B12	971.20 24.280	994.44 24.861	1017.36 25.434	1040.60 26.015	1063.80 26.595
B13	1017.36 25.434	1040.60 26.015	1063.80 26.595	1086.64 27.166	1109.84 27.746
B14	1063.80 26.595	1086.64 27.166	1109.84 27.746	1132.80 28.320	1156.08 28.902

\* Time Intervals between steps - 13 pay periods

## Time and Merit Progression Schedule\* of Weekly and Hourly Rates

GROUP	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP
B15	1109.84 27.746	1132.80 28.320	1156.08 28.902	1178.96 29.474	1202.44 30.061
B16	1156.08 28.902	1178.96 29.474	1202.44 30.061	1225.60 30.640	1248.80 31.220
B17	1202.44 30.061	1225.60 30.640	1248.80 31.220	1271.84 31.796	1294.84 32.371
B35	1040.36 26.009	1064.16 26.604	1087.92 27.198	1111.16 27.779	1135.04 28.376
**B51	1058.16 26.454 88.00%	1106.24 27.656 92.00%	1154.36 28.859 96.00%	1178.40 29.460 98.00%	1202.44 30.061 100.00%
B75	957.32 23.933				
BT1	1276.36 31.909				

\* Time Intervals between steps - 13 pay periods

\*\* Time Intervals between steps are defined by MA 01-5000

## Time and Merit Progression Schedule\* of Weekly and Hourly Rates

GROUP	1ST STEP	2ND STEP
CC1	\$373.24	\$395.84
	9.331	9.896
CC2	407.16	441.08
	10.179	11.027
CC3	508.92	576.80
	12.723	14.420

\* Time Intervals between steps - 13 pay periods

## Time and Merit Progression Schedule\* of Weekly and Hourly Rates

GROUP	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP
CS1	\$462.52	\$508.96	\$555.08	\$601.28	\$647.76
	11.563	12.724	13.877	15.032	16.194
CS2	644.88	670.04	702.60	739.72	767.48
	16.122	16.751	17.565	18.493	19.187
CS3	716.72	749.04	782.72	817.92	855.64
	17.918	18.726	19.568	20.448	21.391
CS4	809.36	832.52	855.64	878.72	901.68
	20.234	20.813	21.391	21.968	22.542
CS5	984.04				
	24.601				

\* Time Intervals between steps - 13 pay periods

## Weekly and Hourly Rates

GROUP	RATE	GROUP	RATE
F01	\$490.48 12.262	F07	\$1017.36 25.434
F02	647.76 16.194	F08	1063.80 26.595
F03	712.32 17.808	F09	1135.04 28.376
F04	878.12 21.953	F10	1156.08 28.902
F05	924.84 23.121	F11	1167.72 29.193
F06	980.88 24.522	F12	1228.48 30.712

## Time and Merit Progression Schedule\* of Weekly and Hourly Rates

GROUP	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP
J01	\$693.64 17.341	\$716.72 17.918	\$739.72 18.493	\$762.80 19.070	\$786.12 19.653
	6TH STEP	7TH STEP			
	809.36 20.234	832.52 20.813			
	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP
J02	\$878.72 21.968	\$901.68 22.542	\$924.88 23.122	\$948.20 23.705	\$971.20 24.280
	6TH STEP	7TH STEP	8TH STEP	9TH STEP	
	994.44 24.861	1017.36 25.434	1040.60 26.015	1063.80 26.595	

\* Time Intervals between steps - 13 pay periods

## Time and Merit Progression Schedule\* of Weekly and Hourly Rates

GROUP	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP
KE1	\$464.68	\$486.44	\$507.92	\$529.60	\$551.32
	11.617	12.161	12.698	13.240	13.783
KG2	529.60	551.32	572.84	596.20	619.92
	13.240	13.783	14.321	14.905	15.498
	6TH STEP	7TH STEP	8TH STEP	9TH STEP	10TH STEP
	644.88	670.04	702.60	734.92	767.48
	16.122	16.751	17.565	18.373	19.187

\* Time Intervals between steps - 13 pay periods

## "AVERAGE" SALARY TABLE

Represents the Mean of the Two Salary Table Groups Shown  
Time and Merit Progression Schedule\* of Weekly and Hourly Rates

GROUP	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP
B43 (Formerly B14/13)	\$1040.60	\$1063.64	\$1086.84	\$1109.72	\$1132.96
	26.015	26.591	27.171	27.743	28.324
B74 (Formerly B17/14)	1133.12	1156.12	1179.32	1202.32	1225.48
	28.328	28.903	29.483	30.058	30.637

\* Time Intervals between steps - 13 pay periods



**MISCELLANEOUS SALARY TABLES  
FOR INCUMBENTS ONLY**

**WEEKLY/HOURLY RATES**

**SALARY  
TABLE &  
GROUP**

	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	6TH STEP
C01					\$647.76 16.194	
C03 (1)	693.64 17.341	739.72 18.493	762.80 19.070	809.36 20.234	855.64 21.391	
O14						865.00 21.625
H09	1017.36 25.434					

(1) Time Intervals between steps - 13 pay periods  
Promotion from C01 to C03 is to the first step of C03

**Exhibit A - 2003**

Effective 5-12-03

**"A" SALARY TABLE**

IBEW Local 1600

**For Jobs as Defined in Apprentice Training Programs  
Progression Schedule\* of Weekly and Hourly Rates**

<b>GROUP</b>	<b>1ST STEP</b>	<b>2ND STEP</b>	<b>3RD STEP</b>	<b>4TH STEP</b>	<b>5TH STEP</b>	<b>6TH STEP</b>
A05	\$683.84	\$808.16	\$932.48	\$1056.84	\$1181.16	\$1243.32
	17.096	20.204	23.312	26.421	29.529	31.083
	55.00%	65.00%	75.00%	85.00%	95.00%	100.00%
A06	745.92	826.24	906.56	986.92	1067.24	1147.56
	18.648	20.656	22.664	24.673	26.681	28.689
	65.00%	72.00%	79.00%	86.00%	93.00%	100.00%
A10	870.32	963.56	1056.84	1150.08	1243.32	
	21.758	24.089	26.421	28.752	31.083	
	70.00%	77.50%	85.00%	92.50%	100.00%	
A12	903.88	1000.72	1097.56	1194.40	1291.24	
	22.597	25.018	27.439	29.860	32.281	
	70.00%	77.50%	85.00%	92.50%	100.00%	
A99	560.00					
	14.000					

\* Time intervals between steps are defined in Apprentice Programs.  
Normally a year between steps.

## Time and Merit Progression Schedule\* of Weekly and Hourly Rates

GROUP	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP
B01	\$478.20 11.955	\$502.24 12.556	\$526.00 13.150	\$550.04 13.751	\$573.80 14.345
B02	526.00 13.150	550.04 13.751	573.80 14.345	597.96 14.949	621.56 15.539
B03	573.80 14.345	597.96 14.949	621.56 15.539	645.48 16.137	669.80 16.745
B04	621.56 15.539	645.48 16.137	669.80 16.745	693.52 17.338	717.24 17.931
B05	669.80 16.745	693.52 17.338	717.24 17.931	741.08 18.527	764.88 19.122
B06	717.24 17.931	741.08 18.527	764.88 19.122	788.72 19.718	812.84 20.321
B07	764.88 19.122	788.72 19.718	812.84 20.321	836.88 20.922	860.84 21.521
B08	812.84 20.321	836.88 20.922	860.84 21.521	884.72 22.118	908.60 22.715
B09	860.84 21.521	884.72 22.118	908.60 22.715	932.32 23.308	956.32 23.908
B10	908.60 22.715	932.32 23.308	956.32 23.908	980.44 24.511	1004.24 25.106
B11	956.32 23.908	980.44 24.511	1004.24 25.106	1028.24 25.706	1051.96 26.299
B12	1004.24 25.106	1028.24 25.706	1051.96 26.299	1076.00 26.900	1099.96 27.499
B13	1051.96 26.299	1076.00 26.900	1099.96 27.499	1123.60 28.090	1147.56 28.689
B14	1099.96 27.499	1123.60 28.090	1147.56 28.689	1171.32 29.283	1195.40 29.885

\* Time Intervals between steps - 13 pay periods

**Time and Merit Progression Schedule\* of Weekly and Hourly Rates**

<b>GROUP</b>	<b>1ST STEP</b>	<b>2ND STEP</b>	<b>3RD STEP</b>	<b>4TH STEP</b>	<b>5TH STEP</b>
B15	1147.56 28.689	1171.32 29.283	1195.40 29.885	1219.04 30.476	1243.32 31.083
B16	1195.40 29.885	1219.04 30.476	1243.32 31.083	1267.28 31.682	1291.24 32.281
B17	1243.32 31.083	1267.28 31.682	1291.24 32.281	1315.08 32.877	1338.88 33.472
B35	1075.72 26.893	1100.36 27.509	1124.92 28.123	1148.92 28.723	1173.64 29.341
**B51	1094.12 27.353 88.00%	1143.84 28.596 92.00%	1193.60 29.840 96.00%	1218.48 30.462 98.00%	1243.32 31.083 100.00%
B75	894.12 22.353				
BT1	1319.76 32.994				

\* Time Intervals between steps - 13 pay periods

\*\* Time intervals between steps are defined by MA 01-5000

## Time and Merit Progression Schedule\* of Weekly and Hourly Rates

GROUP	1ST STEP	2ND STEP
CC1	\$385.92 9.648	\$409.28 10.232
CC2	421.00 10.525	456.08 11.402
CC3	526.24 13.156	596.40 14.910

\* Time Intervals between steps - 13 pay periods

## Time and Merit Progression Schedule\* of Weekly and Hourly Rates

GROUP	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP
CS1	\$478.24 11.956	\$526.28 13.157	\$573.96 14.349	\$621.72 15.543	\$669.80 16.745
CS2	666.80 16.670	692.84 17.321	726.48 18.162	764.88 19.122	793.56 19.839
CS3	741.08 18.527	774.52 19.363	809.32 20.233	845.72 21.143	884.72 22.118
CS4	836.88 20.922	860.84 21.521	884.72 22.118	908.60 22.715	932.32 23.308
CS5	1017.48 25.437				

\* Time Intervals between steps - 13 pay periods

Effective 5-12-03

**"F" SALARY TABLE**

IBEW Local 1600

**Weekly and Hourly Rates**

<b>GROUP</b>	<b>RATE</b>	<b>GROUP</b>	<b>RATE</b>
F01	\$507.16 12.679	F07	\$1051.96 26.299
F02	669.80 16.745	F08	1099.96 27.499
F03	736.52 18.413	F09	1173.64 29.341
F04	907.96 22.699	F10	1195.40 29.885
F05	956.28 23.907	F11	1207.44 30.186
F06	1014.24 25.356	F12	1270.24 31.756

Effective 5-12-03

**"J" SALARY TABLE**

IBEW Local 1600

**Time and Merit Progression Schedule\* of Weekly and Hourly Rates**

<b>GROUP</b>	<b>1ST STEP</b>	<b>2ND STEP</b>	<b>3RD STEP</b>	<b>4TH STEP</b>	<b>5TH STEP</b>
J01	\$717.24 17.931	\$741.08 18.527	\$764.88 19.122	\$788.72 19.718	\$812.84 20.321
	<b>6TH STEP</b>	<b>7TH STEP</b>			
	836.88 20.922	860.84 21.521			
	<b>1ST STEP</b>	<b>2ND STEP</b>	<b>3RD STEP</b>	<b>4TH STEP</b>	<b>5TH STEP</b>
J02	908.60 22.715	932.32 23.308	956.32 23.908	980.44 24.511	1004.24 25.106
	<b>6TH STEP</b>	<b>7TH STEP</b>	<b>8TH STEP</b>	<b>9TH STEP</b>	
	1028.24 25.706	1051.96 26.299	1076.00 26.900	1099.96 27.499	

\* Time Intervals between steps - 13 pay periods

## Time and Merit Progression Schedule\* of Weekly and Hourly Rates

GROUP	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP
KE1	\$480.48	\$502.96	\$525.20	\$547.60	\$570.08
	12.012	12.574	13.130	13.690	14.252
KG2	547.60	570.08	592.32	616.48	641.00
	13.690	14.252	14.808	15.412	16.025
	6TH STEP	7TH STEP	8TH STEP	9TH STEP	10TH STEP
	666.80	692.84	726.48	759.92	793.56
	16.670	17.321	18.162	18.998	19.839

\* Time Intervals between steps - 13 pay periods

## "AVERAGE" SALARY TABLE

Represents the Mean of the Two Salary Table Groups Shown  
Time and Merit Progression Schedule\* of Weekly and Hourly Rates

GROUP	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP
B43 (Formerly B14/13)	\$1075.96	\$1099.80	\$1123.76	\$1147.48	\$1171.48
	26.899	27.495	28.094	28.687	29.287
B74 (Formerly B17/14)	1171.64	1195.44	1219.40	1243.20	1267.16
	29.291	29.886	30.485	31.080	31.679

\* Time Intervals between steps - 13 pay periods

Effective 5-12-03

**MISCELLANEOUS SALARY TABLES  
FOR INCUMBENTS ONLY**

IBEW Local 1600

**WEEKLY/HOURLY RATES**

**SALARY  
TABLE &**

<b>GROUP</b>	<b>1ST STEP</b>	<b>2ND STEP</b>	<b>3RD STEP</b>	<b>4TH STEP</b>	<b>5TH STEP</b>	<b>6TH STEP</b>
C01					\$669.80 16.745	
C03 (1)	717.24 17.931	764.88 19.122	788.72 19.718	836.88 20.922	884.72 22.118	
O14						894.40 22.360
H09	1051.96 26.299					

(1) Time Intervals between steps - 13 pay periods  
Promotion from C01 to C03 is to the first step of C03



**Exhibit A - 2004**

Effective 5-10-04

**"A" SALARY TABLE**

IBEW Local 1600

**For Jobs as Defined in Apprentice Training Programs  
Progression Schedule\* of Weekly and Hourly Rates**

<b>GROUP</b>	<b>1ST STEP</b>	<b>2ND STEP</b>	<b>3RD STEP</b>	<b>4TH STEP</b>	<b>5TH STEP</b>	<b>6TH STEP</b>
A05	\$707.76	\$836.44	\$965.12	\$1093.80	\$1222.48	\$1286.84
	17.694	20.911	24.128	27.345	30.562	32.171
	55.00%	65.00%	75.00%	85.00%	95.00%	100.00%
A06	772.00	855.16	938.28	1021.44	1104.56	1187.72
	19.300	21.379	23.457	25.536	27.614	29.693
	65.00%	72.00%	79.00%	86.00%	93.00%	100.00%
A10	900.80	997.32	1093.80	1190.32	1286.84	
	22.520	24.933	27.345	29.758	32.171	
	70.00%	77.50%	85.00%	92.50%	100.00%	
A12	935.52	1035.76	1135.96	1236.20	1336.44	
	23.388	25.894	28.399	30.905	33.411	
	70.00%	77.50%	85.00%	92.50%	100.00%	
A99	560.00					
	14.000					

\* Time intervals between steps are defined in Apprentice Programs.  
Normally a year between steps.

## Time and Merit Progression Schedule\* of Weekly and Hourly Rates

GROUP	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP
B01	\$494.92 12.373	\$519.80 12.995	\$544.40 13.610	\$569.28 14.232	\$593.88 14.847
B02	544.40 13.610	569.28 14.232	593.88 14.847	618.88 15.472	643.32 16.083
B03	593.88 14.847	618.88 15.472	643.32 16.083	668.08 16.702	693.24 17.331
B04	643.32 16.083	668.08 16.702	693.24 17.331	717.80 17.945	742.36 18.559
B05	693.24 17.331	717.80 17.945	742.36 18.559	767.00 19.175	791.64 19.791
B06	742.36 18.559	767.00 19.175	791.64 19.791	816.32 20.408	841.28 21.032
B07	791.64 19.791	816.32 20.408	841.28 21.032	866.16 21.654	890.96 22.274
B08	841.28 21.032	866.16 21.654	890.96 22.274	915.68 22.892	940.40 23.510
B09	890.96 22.274	915.68 22.892	940.40 23.510	964.96 24.124	989.80 24.745
B10	940.40 23.510	964.96 24.124	989.80 24.745	1014.76 25.369	1039.40 25.985
B11	989.80 24.745	1014.76 25.369	1039.40 25.985	1064.24 26.606	1088.76 27.219
B12	1039.40 25.985	1064.24 26.606	1088.76 27.219	1113.68 27.842	1138.44 28.461
B13	1088.76 27.219	1113.68 27.842	1138.44 28.461	1162.92 29.073	1187.72 29.693
B14	1138.44 28.461	1162.92 29.073	1187.72 29.693	1212.32 30.308	1237.24 30.931

\* Time Intervals between steps - 13 pay periods

## Time and Merit Progression Schedule\* of Weekly and Hourly Rates

GROUP	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP
B15	1187.72 29.693	1212.32 30.308	1237.24 30.931	1261.72 31.543	1286.84 32.171
B16	1237.24 30.931	1261.72 31.543	1286.84 32.171	1311.64 32.791	1336.44 33.411
B17	1286.84 32.171	1311.64 32.791	1336.44 33.411	1361.12 34.028	1385.76 34.644
B35	1113.36 27.834	1138.88 28.472	1164.28 29.107	1189.12 29.728	1214.72 30.368
**B51	1132.40 28.310 88.00%	1183.88 29.597 92.00%	1235.36 30.884 96.00%	1261.12 31.528 98.00%	1286.84 32.171 100.00%
B75	925.40 23.135				
BT1	1365.96 34.149				

\* Time Intervals between steps - 13 pay periods

\*\* Time Intervals between steps are defined by MA 01-5000

Effective 5-10-04

**"CC" SALARY TABLE**

IBEW Local 1600

**Time and Merit Progression Schedule\* of Weekly and Hourly Rates**

<b>GROUP</b>	<b>1ST STEP</b>	<b>2ND STEP</b>
CC1	\$399.44 9.986	\$423.60 10.590
CC2	435.72 10.893	472.04 11.801
CC3	544.64 13.616	617.28 15.432

\* Time intervals between steps - 13 pay periods

Effective 5-10-04

**"CS" SALARY TABLE**

IBEW Local 1600

**Time and Merit Progression Schedule\* of Weekly and Hourly Rates**

<b>GROUP</b>	<b>1ST STEP</b>	<b>2ND STEP</b>	<b>3RD STEP</b>	<b>4TH STEP</b>	<b>5TH STEP</b>
CS1	\$494.96 12.374	\$544.68 13.617	\$594.04 14.851	\$643.48 16.087	\$693.24 17.331
CS2	690.12 17.253	717.08 17.927	751.92 18.798	791.64 19.791	821.32 20.533
CS3	767.00 19.175	801.64 20.041	837.64 20.941	875.32 21.883	915.68 22.892
CS4	866.16 21.654	890.96 22.274	915.68 22.892	940.40 23.510	964.96 24.124
CS5	1053.08 26.327				

\* Time intervals between steps - 13 pay periods

Effective 5-10-04

**"F" SALARY TABLE**

IBEW Local 1600

**Weekly and Hourly Rates**

<b>GROUP</b>	<b>RATE</b>	<b>GROUP</b>	<b>RATE</b>
F01	\$524.92 13.123	F07	\$1088.76 27.219
F02	693.24 17.331	F08	1138.44 28.461
F03	762.28 19.057	F09	1214.72 30.368
F04	939.72 23.493	F10	1237.24 30.931
F05	989.76 24.744	F11	1249.72 31.243
F06	1049.72 26.243	F12	1314.68 32.867

Effective 5-10-04

**"J" SALARY TABLE**

IBEW Local 1600

**Time and Merit Progression Schedule\* of Weekly and Hourly Rates**

<b>GROUP</b>	<b>1ST STEP</b>	<b>2ND STEP</b>	<b>3RD STEP</b>	<b>4TH STEP</b>	<b>5TH STEP</b>
J01	\$742.36 18.559	\$767.00 19.175	\$791.64 19.791	\$816.32 20.408	\$841.28 21.032
	<b>6TH STEP</b>	<b>7TH STEP</b>			
	866.16 21.654	890.96 22.274			
	<b>1ST STEP</b>	<b>2ND STEP</b>	<b>3RD STEP</b>	<b>4TH STEP</b>	<b>5TH STEP</b>
J02	940.40 23.510	964.96 24.124	989.80 24.745	1014.76 25.369	1039.40 25.985
	<b>6TH STEP</b>	<b>7TH STEP</b>	<b>8TH STEP</b>	<b>9TH STEP</b>	
	1064.24 26.606	1088.76 27.219	1113.68 27.842	1138.44 28.461	

\* Time Intervals between steps - 13 pay periods

## Time and Merit Progression Schedule\* of Weekly and Hourly Rates

GROUP	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP
KE1	\$497.28	\$520.56	\$543.60	\$566.76	\$590.04
	12.432	13.014	13.590	14.169	14.751
KG2	566.76	590.04	613.04	638.04	663.44
	14.169	14.751	15.326	15.951	16.586
	6TH STEP	7TH STEP	8TH STEP	9TH STEP	10TH STEP
	690.12	717.08	751.92	786.52	821.32
	17.253	17.927	18.798	19.663	20.533

\* Time Intervals between steps - 13 pay periods

## "AVERAGE" SALARY TABLE

Represents the Mean of the Two Salary Table Groups Shown  
Time and Merit Progression Schedule\* of Weekly and Hourly Rates

GROUP	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP
B43 (Formerly B14/13)	\$1113.60	\$1138.32	\$1163.08	\$1187.64	\$1212.48
	27.640	28.458	29.077	29.691	30.312
B74 (Formerly B17/14)	1212.64	1237.28	1262.08	1286.72	1311.52
	30.316	30.932	31.552	32.168	32.788

\* Time Intervals between steps - 13 pay periods

Effective 5-10-04

**MISCELLANEOUS SALARY TABLES  
FOR INCUMBENTS ONLY**

IBEW Local 1600

**WEEKLY/HOURLY RATES**

<b>SALARY TABLE &amp; GROUP</b>	<b>1ST STEP</b>	<b>2ND STEP</b>	<b>3RD STEP</b>	<b>4TH STEP</b>	<b>5TH STEP</b>	<b>6TH STEP</b>
C01					\$693.24 17.331	
C03 (1)	742.36 18.559	791.64 19.791	816.32 20.408	866.16 21.654	915.69 22.892	
O14						925.72 23.143
H09	1088.76 27.219					

(1) Time Intervals between steps - 13 pay periods  
Promotion from C01 to C03 is to the first step of C03

**Exhibit A - 2005**

Effective 5-09-05

**"A" SALARY TABLE**

IBEW Local 1600

**For Jobs as Defined in Apprentice Training Programs  
Progression Schedule\* of Weekly and Hourly Rates**

<b>GROUP</b>	<b>1ST STEP</b>	<b>2ND STEP</b>	<b>3RD STEP</b>	<b>4TH STEP</b>	<b>5TH STEP</b>	<b>6TH STEP</b>
A05	\$732.20	\$865.32	\$998.44	\$1131.56	\$1264.68	\$1331.24
	18.305	21.633	24.961	28.289	31.617	33.281
	55.00%	65.00%	75.00%	85.00%	95.00%	100.00%
A06	798.64	884.64	970.64	1056.68	1142.68	1228.68
	19.966	22.116	24.266	26.417	28.567	30.717
	65.00%	72.00%	79.00%	86.00%	93.00%	100.00%
A10	931.88	1031.72	1131.56	1231.40	1331.24	
	23.297	25.793	28.289	30.785	33.281	
	70.00%	77.50%	85.00%	92.50%	100.00%	
A12	967.80	1071.48	1175.16	1278.88	1382.56	
	24.195	26.787	29.379	31.972	34.564	
	70.00%	77.50%	85.00%	92.50%	100.00%	
A99	560.00					
	14.000					

\* Time intervals between steps are defined in Apprentice Programs.  
Normally a year between steps.



## Time and Merit Progression Schedule\* of Weekly and Hourly Rates

GROUP	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP
B01	\$512.00 12.800	\$537.72 13.443	\$563.20 14.080	\$588.92 14.723	\$614.36 15.359
B02	563.20 14.080	588.92 14.723	614.36 15.359	640.24 16.006	665.52 16.638
B03	614.36 15.359	640.24 16.006	665.52 16.638	691.12 17.278	717.16 17.929
B04	665.52 16.638	691.12 17.278	717.16 17.929	742.56 18.564	767.96 19.199
B05	717.16 17.929	742.56 18.564	767.96 19.199	793.48 19.837	818.96 20.474
B06	767.96 19.199	793.48 19.837	818.96 20.474	844.48 21.112	870.32 21.758
B07	818.96 20.474	844.48 21.112	870.32 21.758	896.04 22.401	921.68 23.042
B08	870.32 21.758	896.04 22.401	921.68 23.042	947.28 23.682	972.84 24.321
B09	921.68 23.042	947.28 23.682	972.84 24.321	998.24 24.956	1023.96 25.599
B10	972.84 24.321	998.24 24.956	1023.96 25.599	1049.76 26.244	1075.24 26.881
B11	1023.96 25.599	1049.76 26.244	1075.24 26.881	1100.96 27.524	1126.32 28.158
B12	1075.24 26.881	1100.96 27.524	1126.32 28.158	1152.12 28.803	1177.72 29.443
B13	1126.32 28.158	1152.12 28.803	1177.72 29.443	1203.04 30.076	1228.68 30.717
B14	1177.72 29.443	1203.04 30.076	1228.68 30.717	1254.16 31.354	1279.92 31.998

\* Time Intervals between steps - 13 pay periods

## Time and Merit Progression Schedule\* of Weekly and Hourly Rates

GROUP	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP
B15	1228.68 30.717	1254.16 31.354	1279.92 31.998	1305.24 32.631	1331.24 33.281
B16	1279.92 31.998	1305.24 32.631	1331.24 33.281	1356.88 33.922	1382.56 34.564
B17	1331.24 33.281	1356.88 33.922	1382.56 34.564	1408.08 35.202	1433.56 35.839
B35	1151.76 28.794	1178.16 29.454	1204.44 30.111	1230.16 30.754	1256.64 31.416
**B51	1171.48 29.287 88.00%	1224.72 30.618 92.00%	1277.96 31.949 96.00%	1304.64 32.616 98.00%	1331.24 33.281 100.00%
B75	957.32 23.933				
BT1	1413.08 35.327				

\* Time Intervals between steps - 13 pay periods

\*\* Time Intervals between steps are defined by MA 01-5000

Effective 5-09-05

**"CC" SALARY TABLE**

IBEW Local 1600

**Time and Merit Progression Schedule\* of Weekly and Hourly Rates**

GROUP	1ST STEP	2ND STEP
CC1	\$413.24 10.331	\$438.20 10.955
CC2	450.76 11.269	488.32 12.208
CC3	563.44 14.086	638.56 15.964

\* Time Intervals between steps - 13 pay periods

Effective 5-09-05

**"CS" SALARY TABLE**

IBEW Local 1600

**Time and Merit Progression Schedule\* of Weekly and Hourly Rates**

GROUP	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP
CS1	\$512.04 12.801	\$563.48 14.087	\$614.52 15.363	\$665.68 16.642	\$717.16 17.929
CS2	713.92 17.848	741.80 18.545	777.88 19.447	818.96 20.474	849.64 21.241
CS3	793.48 19.837	829.28 20.732	866.52 21.663	905.52 22.638	947.28 23.682
CS4	896.04 22.401	921.68 23.042	947.28 23.682	972.84 24.321	998.24 24.956
CS5	1089.40 27.235				

\* Time Intervals between steps - 13 pay periods

Effective 5-09-05

**"F" SALARY TABLE**

IBEW Local 1600

**Weekly and Hourly Rates**

<b>GROUP</b>	<b>RATE</b>	<b>GROUP</b>	<b>RATE</b>
F01	\$543.04 13.576	F07	\$1126.32 28.158
F02	717.16 17.929	F08	1177.72 29.443
F03	788.56 19.714	F09	1256.64 31.416
F04	972.16 24.304	F10	1279.92 31.998
F05	1023.92 25.598	F11	1292.84 32.321
F06	1085.92 27.148	F12	1360.04 34.001

Effective 5-09-05

**"J" SALARY TABLE**

IBEW Local 1600

**Time and Merit Progression Schedule\* of Weekly and Hourly Rates**

<b>GROUP</b>	<b>1ST STEP</b>	<b>2ND STEP</b>	<b>3RD STEP</b>	<b>4TH STEP</b>	<b>5TH STEP</b>
J01	\$767.96 19.199	\$793.48 19.837	\$818.96 20.474	\$844.48 21.112	\$870.32 21.758
	<b>6TH STEP</b>	<b>7TH STEP</b>			
	896.04 22.401	921.68 23.042			
	<b>1ST STEP</b>	<b>2ND STEP</b>	<b>3RD STEP</b>	<b>4TH STEP</b>	<b>5TH STEP</b>
J02	972.84 24.321	998.24 24.956	1023.96 25.599	1049.76 26.244	1075.24 26.881
	<b>6TH STEP</b>	<b>7TH STEP</b>	<b>8TH STEP</b>	<b>9TH STEP</b>	
	1100.96 27.524	1126.32 28.158	1152.12 28.803	1177.72 29.443	

\* Time Intervals between steps - 13 pay periods

## Time and Merit Progression Schedule\* of Weekly and Hourly Rates

GROUP	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP
KE1	\$514.44	\$538.52	\$562.36	\$586.32	\$610.40
	12.861	13.463	14.059	14.658	15.260
KG2	586.32	610.40	634.20	660.04	686.32
	14.658	15.260	15.855	16.501	17.158
	6TH STEP	7TH STEP	8TH STEP	9TH STEP	10TH STEP
	713.92	741.80	777.88	813.64	849.64
	17.848	18.545	19.447	20.341	21.241

\* Time Intervals between steps - 13 pay periods

## "AVERAGE" SALARY TABLE

Represents the Mean of the Two Salary Table Groups Shown  
Time and Merit Progression Schedule\* of Weekly and Hourly Rates

GROUP	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP
B43 (Formerly B14/13)	\$1152.04	\$1177.60	\$1203.20	\$1228.60	\$1254.32
	28.801	29.440	30.080	30.715	31.358
B74 (Formerly B17/14)	1254.48	1279.96	1305.64	1331.12	1356.76
	31.362	31.999	32.641	33.278	33.919

\* Time Intervals between steps - 13 pay periods

**MISCELLANEOUS SALARY TABLES  
FOR INCUMBENTS ONLY**

**WEEKLY/HOURLY RATES**

**SALARY  
TABLE &  
GROUP**

	<b>1ST STEP</b>	<b>2ND STEP</b>	<b>3RD STEP</b>	<b>4TH STEP</b>	<b>5TH STEP</b>	<b>6TH STEP</b>
C01					\$717.16 17.929	
C03 (1)	767.96 19.199	818.96 20.474	844.48 21.112	896.04 22.401	947.28 23.682	
O14						957.64 23.941
H09	1126.32 28.158					

(1) Time Intervals between steps - 13 pay periods  
Promotion from C01 to C03 is to the first step of C03

## **EXHIBIT B**

### **REST PERIOD RULES & TABLE**

In accordance with Article IV, Section 5 of the Labor Agreement, the following rules shall be applicable for determining "qualifications of eligibility" and "length of rest period".

#### **RULES:**

1. Employees must actually work a minimum of three (3) non-scheduled overtime hours.
2. When the number of non-scheduled hours worked and the time of the overtime completion are represented on the rest period table, mathematical "rounding off" principles are applicable.
3. All overtime hours worked during the twelve (12)-hour period prior to starting time is accumulative for purposes of determining total non-scheduled hours worked provided the sum of the non-scheduled hours worked equals or exceeds the three (3)-hour requirement as defined in Rule #1.
4. For purposes of determining the time of the overtime completion:
  - a. Starting time of the scheduled work hours is always utilized if the work is not completed and/or the employee cannot be released at starting time.
  - b. If more than one work period is involved, utilize the hour that the last work period ended.
  - c. Travel time is not utilized in determining the time of overtime completion.
5. The rest period table is not applied to vacation days, holidays, paid personal time off and ST-days.

**EXHIBIT B  
REST PERIOD TABLE  
ALL SCHEDULES**

		TIME OVERTIME IS COMPLETED							
		7 Hours Before Starting Time	6 Hours Before Starting Time	5 Hours Before Starting Time	4 Hours Before Starting Time	3 Hours Before Starting Time	2 Hours Before Starting Time	1 Hour Before Starting Time	Starting Time
NON-SCHEDULED HOURS WORKED	3 Hours							Work Four (4) Hours into Scheduled Hours	
	4 Hours								
	5 Hours	Due Back Two (2) Hours After Starting Time						Work Three (3) Hours into Scheduled Hours	
	6 Hours								
	7 Hours								
	8 Hours	Due Back In Time To Work Last Three (3) Hours Of Scheduled Hours						Off During Scheduled Hours	
	9 Hours								
	10 Hours or More								

All overtime hours worked during the 12-hour period prior to starting time may be accumulated.



## **EXHIBIT C**

### **TWO MEN ON A CALL-OUT**

In an effort to insure proper understanding as to the number of employees to be called out, the following guidelines are set forth and are established on a sunset to sunrise basis.

#### **A. CALL-OUTS WHERE TWO EMPLOYEES WILL BE DISPATCHED FOR DISTRIBUTION LINE TROUBLE** (Second man will be called from the applicable roster.)

1. Fires of major proportions or where information indicated it is probable that a second man is needed to assist.
2. Reports of broken poles pertaining to auto accidents, etc.
3. Reports of wires down; reports of wires burning or sparking.
4. Severe driving conditions due to ice, snow or fog.
5. When work to be done involves working directly on energized primary circuits.
6. Primary line work that will have to be done in darkness (including patrolling). (See exceptions below.)
7. "UD" distribution trouble.

#### **B. CALL-OUTS WHERE ONE EMPLOYEE WILL BE DISPATCHED FOR DISTRIBUTION LINE TROUBLE**

1. No-light involving one customer or restricted block of customers. (Normally performed by tap or transformer fuse replacements or closing of OCR.)
2. Customer service complaint, such as flickering lights, voltage or partial service.
3. Re-connects.
4. Street light bulb replacement.
5. Substation check. (Visual inspection, including load and voltage check.)
6. Load or voltage check on lines.
7. Switching.

It is obvious that no set of rules can be written to cover all situations that may occur. The above rules are set forth as a guideline only. It will be the responsibility of the employee receiving the call-

out to conscientiously assess the situation at hand and determine if an additional employee is required.

Good judgment must also be used in responding to emergency situations which may require that the first man available proceed promptly while the second man, if required, will follow in a second vehicle.

This item is concerned with call-outs only and should in no way restrict or change the present practices involving the work of employees in the Troubleman-**FS** or any other classifications.

**EXHIBIT D**  
**NON-SUPERVISORY MOVING PLAN**

**STATEMENT OF POLICY**

It is the intent of the Company's Non-Supervisory Moving Expense Policy to minimize the inconvenience and financial hardship for those employees who qualify under the provision of the Plan. To accomplish this, the Company will as specifically noted below (1) pay reasonable living or commuting expenses for a period of up to 90 **calendar** days, during which arrangements can be completed by the employee to obtain new living quarters and accomplish the necessary disposition of the former living quarters; (2) pay the cost of moving the household effects when this is performed by professional movers; and (3) pay real estate commission fees for selling a presently owned residence when employees move at the request of the Company.

**ELIGIBILITY**

- A. Employees must have a minimum of two (2) years' Company service unless they are being promoted in a progression line to a job with residence requirements in which case there is no minimum.

**LIVING, COMMUTING AND MOVING EXPENSES**

- A. The following examples are situations where expenses will be paid in the manner so described:
  - 1. Promotions in a progression line to a different work location.
    - a. Job has residence requirement, or
    - b. Job has no residence requirement and it is mutually agreed that it is in the best interest of both the employee and the Company to have the employee live in the general area of his Job Headquarters. Company's decision will be made by the Labor Relations Department to get uniformity.
  - Living, commuting and moving expenses will be paid.
  - 2. Filling a "posted" job at a different work location. New job may be more, same or less pay.
    - a. Job has residence requirement, or

- b. Job has no residence requirement and it is mutually agreed that it is in the best interest of both the employee and the Company to have the employee live in the general area of his Job Headquarters. Company's decision will be made by the Labor Relations Department to get uniformity.

Living, commuting and moving expenses will be paid.

- 3. Promoting in a progression line or filling a posted job at the same work location.

- a. Job has residence requirement, or
- b. Job has no residence requirement and it is mutually agreed that it is in the best interest of both the employee and the Company to have the employee live in the general area of his Job Headquarters. Company's decision will be made by the Labor Relations Department to get uniformity.

Only moving expenses will be paid.

- 4. Job change due to:

- a. Displacement
- b. Disability
- c. Work relocation
- d. Management decision to return employee to former job during a probationary period of a new job.

Living, commuting and moving expenses will be paid.

In all of the above, it must be in the best interest of the employee and the Company to have the employee live in the general area of his new Job Headquarters.

- B. The following examples are situations where expenses will not be paid:

- 1. Move is occasioned solely by the employee's desire or convenience such as a home in a different section of the same locality.
- 2. When an employee asks for a change in work location, other than a posted job, and takes a demotion or lateral transfer in his own progression line.
- 3. Where an employee is taking a posted job and he has

been reimbursed for moving expenses in the last two (2) years.

4. Employee's job and work location is moved from one (1) location to another location in the same general community.
5. Moves of employees from one (1) Job Headquarters to another unless requested by the Company on a long-term basis.

## **REAL ESTATE EXPENSES**

For all except A-2 and A-3 above, if the employee owns and resides in a home that must be sold to make a move to a new work location, the Company will pay the appropriate real estate commission fee if a realtor was utilized in selling the home. All other costs are the responsibility of the employee.

## **DEFINITION OF A MOVING PERIOD**

Employees may elect to meet the residence requirement any time during the probationary period but no later than 90 **calendar** days after completing their probationary period unless an extension is granted. The 90 **calendar** day period for receiving living or commuting expenses will commence at the option of the employee but no later than the completion of the probationary period. **During this 90 calendar day period, employees have a daily choice of either "staying over" or "commuting."**

## **CESSATION OF LIVING/COMMUTING EXPENSES**

If employees are in the process of collecting living/commuting expenses and during this period elect not to relocate to take the position, expenses shall terminate immediately.

If employees, in the process of collecting living/commuting expenses, are declared unacceptable to meet the requirements of the job, they will continue to receive expenses until they can be returned. However, expenses shall not exceed the prescribed time as allowed in the Moving Expense Plan.

## **EXTENSION OF MOVING PERIOD**

This Plan allows as much as a 90 **calendar** day extension beyond the original normal 90 **calendar** day period in cases where

the employee is (1) experiencing difficulty in disposing of an existing residence, (2) obtaining quarters at the new location or (3) is obligated to delay his move because of family circumstances.

Where an employee is being held up on his move because of not being able to sell his home, the extension will only be granted if he can prove his "asking price" has been realistic. If the employee requests, the Company will have independent local appraisals made at its expense.

If an employee has not moved his personal possessions within the moving period for which he is allowed living expenses, he will have his mover's bills paid at such time when he actually moves, provided the move is made within one (1) year from the date he reports to his new job.

Likewise, if he has not sold his home during the period for which he is allowed living expenses, and subsequently sells his home within a year from the date he reports to his new job, the real estate commission fee, if applicable, will be paid by the Company.

In considering if an extension is warranted, it must be ascertained to the satisfaction of the employee's supervisor that real efforts are being made to effect the move and that there is a consequent real need for the extension. The principle of extension is never to grant more days than needed. There may be several extensions, but the total of such extension is not to exceed 90 calendar days, which, with the original 90 **calendar** day period, would result in a final limit of 180 calendar days.

## **BASIS FOR HANDLING MOVING EXPENSES**

The following "ground rules" will be applied:

1. Staying Over - Motel expenses and meals will be paid on a reasonable out-of-pocket basis. Weekly Round-Trip Home - Mileage allowance covering one (1) round-trip per week at the rate specified in the Labor Agreement.
2. Commuting Daily - Mileage allowance as specified in the Labor Agreement.
3. Familiarization Allowance - If an employee elects not to move and decides to commute on a continuing basis, his transportation will be paid for a period of two (2) weeks to enable him

to familiarize himself with his new work location.

4. Selection of Mover - The employee must contact the Traffic Section of the Procurement Department, Allentown, to arrange for a reputable freight carrier to transport the personal household items of the employee and his/her family. The bill should be made out to **PPL** and it will be paid directly to the mover.
5. Realtor Fee - Since the realtor fee is payable at the time of settlement, the employee may elect to pay this fee at this time and be reimbursed for these expenses, or may request **that a check from the Company be prepared, payable to the realtor, for the appropriate fee.**
6. Appraisals - To assure that the employee is getting the true value for his home, and at the same time assuring that the employee's asking price is realistic, a competent and impartial appraisal should be obtained no later than two (2) weeks after the effective date the employee reports to his new work location. If the employee is agreeable, the Company will have independent appraisals made at its expense.
7. Tax Rulings - Under present law, regulations and interpretations, the Company is required to withhold Federal and State Income Taxes from certain items reimbursed under this policy. These items are subject to withholding at the time of payment and must be reported as part of the total wages shown on the annual W-2 form furnished to the employee. To help offset the additional **Social Security Tax**, Federal and State Income Taxes as a result of relocation, the Company will provide tax offset provisions (gross-up) for taxable items covered under this exhibit.
8. Employee's Responsibility - The employee who is eligible for reimbursement for expenses under this policy should carry out his plans and arrangements to move in a manner which will keep his related expenses to a reasonable minimum and at the same level as if he were incurring all such expenses for his own personal account.

**EXHIBIT E**  
**TEMPORARY WORK ASSIGNMENTS AND TRAINING ASSIGNMENTS**  
**WITHIN THE SERVICE TERRITORY**

LENGTH OF ASSIGNMENT	ONE DAY		MORE THAN ONE DAY	
	Less than 70 miles	70 miles or more	Less than 70 miles	70 miles or more
One-way Miles From Home To Assignment				
Commute	IRS mileage rate (4) excluding miles of normal commute (max. of 30 miles each way) (1) (3)	IRS mileage rate (4) excluding miles of normal commute (max. of 30 miles each way) Time for 1 round trip. (1) (3)	IRS mileage rate (4) excluding miles of normal commute (max. of 30 miles each way) (1) (3)	
Stay				Per Diem Allowance (1) (2)

1. All compensable mileage measured from employee's home to the temporary work headquarters or training location minus the distance from his home to his regular work location (maximum of 30 miles each way).
2. For work assignments, per diem allowance for each work day of the assignment. For training assignments, per diem allowance for each day of the assignment, plus one round trip per week, time and mileage. **For allowance amounts refer to Article VIII, Section 6 (B).**
3. For training, mileage expense is not applicable to passengers or if Company offers transportation. Mileage expense is not applicable to passengers or if Company offers transportation. Those employees car pooling will receive mileage expense from their home to a reasonable meeting point (excluding miles of normal commute - max. of 30 miles each way). In no case will the reimbursement to the car poolers exceed the reimbursement had they driven the entire distance to the temporary assignment or training location.
4. **Refer to Article VIII, Section 6 (F).**



**EXHIBIT F**  
**TEMPORARY CHANGE IN WORKING**  
**HOURS-SUBSTITUTION**

To understand this provision, each situation must be addressed individually. This Exhibit separates Substitution from Temporary Change in Schedule.

**1. SUBSTITUTION FOR EMPLOYEE WHO IS OFF DUTY**

- a. When notification of a schedule change occurs after the beginning of the work week in which the substitution is to occur, only the working hours of the substituting employee will be changed, not the ST-days.
- b. When notification of a schedule change occurs before the beginning of the work week in which the substitution is to occur, or the substitution continues beyond the end of a work week, the work schedule of the substituting employee will become that of the relieved employee.

In 1(a) in accordance with Article IV, Section 4, Paragraph A (2), since the notification of the substitution occurred after the start of the work week in which the substitution is to occur, the substituting employee would receive  $1\frac{1}{2}X$  for the first change of working hours on the first W-day and the employee's ST-days for that week would not be changed.

In 1(b) since notification of the substitution occurred before the start of the work week in which the substitution is to occur, the substituting employee would assume the schedule of the relieved employee.

Therefore, in 1(b) if the employee is notified before quitting time of his last W-day of the preceding work week, premium pay for the change is not applicable. However, if he is notified after quitting time of his last W-day of the preceding week but before the start of the work week, premium pay for the first change is applicable and he would assume the shift of the relieved employee.

When this occurs, (both 1(a) and 1(b)) - since it becomes in fact a substitution, the employee is relieved of his original shift assignment, therefore, meal allowances or rest periods which could be associated with the employee's original shift are not applicable. For substitution purposes, the meal allowance is applicable when:

1. An employee is called out for substitution purposes on his ST-day or
2. An employee is called out to substitute for split shift operation in which case the employee would retain the responsibility for his originally scheduled shift.

Utility classifications and operators or employees on extra duty assignments were specifically established to provide substitution for time off requests such as vacation, sickness and personal time off. Since these requests can be for less than a full week's duration, it is possible for a utility employee to provide substitution for more than one employee in any one work week. In order to provide this multiple substitution, it is not practical to assign the utility employee the ST-days of one of the employees for whom the substitution is being provided. In such cases the ST-days are assigned as necessary to allow the maximum substitution. In many instances, due to time off requests, these employees' schedules cannot be determined until the week preceding the work week and, therefore, schedules are posted forty-eight (48) hours prior to the work week in accordance with Article IV, Section 3D. Subsequent changes for substitution after the forty-eight (48)-hour notice are governed by 1(a) on page 1 of this Exhibit.

It must be remembered that substitution may have to occur with a minimum of notification, however, this in practically all cases is beyond the control of the Company.

## **2. TEMPORARY CHANGE OF SCHEDULE**

Temporary change of schedules (Article IV, Section 3, Paragraphs A (2) and (3)) occur as a result of the necessity to complete work on equipment that must be taken out of service and the work must be done outside normal working hours. This could include scheduled overhaul of equipment or unforeseen breakdown of equipment. In addition, in accordance with Paragraph (3) it may occur as a result of scheduling an employee to attend Company training schools or programs.

Excluding Paragraph (3), when this occurs, only the working hours of the employee's W-days will be changed, not the ST-days. An exception here is equipment outages that have a direct effect on the operating capacity of power generating stations as specified in

the Labor Agreement where employee's ST-days may be changed.

Article IV, Section 4, Paragraph (3) provides pay at 1½X for the first eight (8) hours working on a temporarily changed schedule. Should this occur on the employee's ST-day, since the employee is already receiving premium pay, he would not be entitled to premium pay on the first W-day. In addition, if an employee has already been credited for a normal work shift for the day (i.e., worked or rest period) and is informed and incurs the initial change of shift as supplemental overtime on the same day, since he is already receiving premium overtime pay it would not in effect carry over to the next W-day. If the employee has already supplied one meal for the day in question, the Company will assume the additional meal entitlements. If the employee has not supplied a meal, he is responsible for the first meal as spelled out in Article VIII, Section 5, Paragraph A. In any case, if eligible, the employee is entitled to shift differential for the change of shift and work rules applying to shift workers become applicable.

On prearranged equipment outages and attendance at schools or training programs, since schedules are known in advance, the employee is usually notified well in advance of the change. On prearranged equipment outages, regardless of length of notification, the employee receives premium pay for the first eight (8)-hour change and is relieved of all responsibilities of his originally scheduled shift. In the case of attendance at schools or training programs, if the employee is notified forty-eight (48) hours before the beginning of the work week, overtime for a temporary change in work schedule will not apply. However, if notified less than forty-eight (48) hours before the beginning of the work week, the overtime will apply.

Unscheduled equipment outages or breakdowns are unpredictable and advance notification many times is impossible. In any event, once the employee is notified that his normal shift is changed, he is relieved of all responsibilities for his original shift. Premium pay will apply to the first eight (8)-hour change and allowances such as meal allowances and rest period for his original shift are not applicable.

**EXHIBIT G**  
**CHILD CARE, PERSONAL, AND**  
**MEDICAL LEAVE OF ABSENCE**

**A. CHILD CARE**

1. All employees, who have worked twelve (12) months and at least 1,250 hours in the previous twelve (12)-month period will be eligible for an unpaid child care leave of absence under the following conditions:
  - a. Adoptive and natural parents will be eligible for a leave of absence up to a maximum of 52 weeks.
  - b. Employees accepting a child for foster care will be eligible for a leave of absence up to a maximum of 12 weeks.
  - c. The child care leave must be taken within 12 months of the birth of the child or placement of the child in the employee's custody.
  - d. In the case of the natural mother, the leave of absence commences with the birth of the child for calculation of the duration of the leave.
  - e. Employees will request and the Company will approve all requests for child care leave of absence.
  - f. A written request to take a child care leave including the duration of the leave shall be submitted to the employee's supervisor:
    - (1) In the case of the natural mother, who intends to take a leave of absence immediately upon the doctor's certification that she is able to return to work, notification will be submitted as soon as possible but no later than the date that the doctor certifies that she is able to return to work.
    - (2) In all other cases, notification will be submitted at least 30 days before the date the leave is to begin or as soon as practicable where the need for leave is not foreseeable.
  - g. Employees may request to take an intermittent leave or a reduced leave schedule to reduce their usual number of hours per day or days per week worked. This leave shall

not exceed twelve (12) weeks and the Company has the sole and exclusive right to grant or deny the request. The Company may temporarily assign an employee who is on intermittent/reduced schedule leave to an available alternative position, without loss of pay for time worked, if the employee is qualified for the position and it better accommodates the recurring periods of leave than the employee's permanent position.

- h. When the child care leave of absence is granted, the employee's supervisor shall make arrangements to fill the employee's job with a temporary or permanent replacement depending on the intended leave. The vacancy will be handled in accordance with the existing rules applicable to temporary or permanent replacements.
- i. Employee requests to return to work in advance of their scheduled date will be approved at the discretion of the Company.
- j. The employee's current health benefits (Hospital, Medical and Surgical Insurance, Major Medical and Dental Assistance), at no cost to the employee, will be continued during the leave but shall not exceed twelve (12) weeks. However, HMO subscribers or employees paying spousal premiums are required to make contributions at the same level as before the leave began. Health care coverages at the level the employee had at the time of leave may be extended beyond the twelve (12) weeks if the employee pays the Company's cost for the duration of the unpaid leave.
  - (1) Female employees, who are on extended illness due to pregnancy and childbirth, will have this time included in the twelve (12) week maximum for Company-paid health care coverage.
  - (2) If employees are married to each other and request a child care leave, their total combined entitlement for Company-paid health care coverage cannot exceed twelve (12) weeks.

- (3) The twelve (12) week entitlement of Company-paid health care coverage is renewed at the end of each pay period year and is not cumulative nor does any unused portion get carried over from year to year.

**2. Rights Upon Reinstatement**

- a. Employees who are granted a child care leave of absence up to twenty-six (26) weeks, upon return to the Company will be reinstated to the same job, work location and rate of pay that they held prior to the child care leave of absence.
- b. Employees who are granted a child care leave of absence from twenty-six (26) weeks up to fifty-two (52) weeks, upon return to the Company, will be reinstated to a job at their former work location when an opening is available. If no opening is available at that work location, the employee will be considered for the first available job opening. Upon reinstatement, the employee will receive the rate of pay applicable to that job. However, the employee will have a commitment to the first job vacancy in the employee's former job classification at his/her work location. Employees will lose this commitment if they voluntarily change jobs before the commitment is fulfilled. Employees who refuse a vacancy offered by the Company at the termination of the child care leave of absence will be considered to have resigned.
- c. Female employees, who are on extended illness due to pregnancy and childbirth and decide to return to work immediately upon certification by their doctor that they are no longer disabled, will be entitled to reinstatement in accordance with the policy on extended illness due to maternity. Their vacation, wage increases and other benefits will be handled under the existing policies. Female employees who are granted a child care leave are required to submit to their supervisor a certification from their doctor at the end of their disability.

## **B. MEDICAL LEAVE**

1. All employees, who have worked twelve (12) months and at least 1,250 hours in the previous twelve (12)-month period are eligible for an unpaid medical leave of absence up to a maximum of twelve (12) weeks during any pay period year under the following conditions:
  - a. Employees will be eligible for leave in the case of a serious health condition for themselves or to care for a spouse, child or parent with a serious health condition. Parent-in-law is not included.
  - b. A written request to take a medical leave, including written medical certification from the patient's health care provider describing the illness, amount of time needed, and the medical necessity for such a leave, shall be submitted to the employee's supervisor at least thirty (30) days before the date the leave is to begin or as soon as practicable where the need for leave is not foreseeable.
  - c. In situations where the Company has reason to question the validity of the medical certification, the employee will be required to obtain a second opinion from a Company designated health care provider at Company expense. If the opinions of the employee's and Company's designated health care providers differ, the Company may require the employee to obtain medical certification from a third health care provider, again at Company expense. The third health care provider must be approved jointly by the employee and the Company and this third opinion shall be final and binding.
  - d. Employees whose time off in excess of ten (10) consecutive days is charged to sickness, whether paid or unpaid, may have this time applied toward the twelve (12) week leave allotment.
  - e. Employee requests for an intermittent leave or a reduced leave schedule to reduce their usual number of hours per day or days per week worked, not to exceed twelve (12) weeks, shall be granted whenever medically necessary. The Company may temporarily assign an employee who is on intermittent/reduced leave to an available alterna-

tive position, without loss of pay for time worked, if the employee is qualified for the position and it better accommodates the recurring periods of leave than the employee's permanent position.

- f. When the medical leave of absence is granted, the employee's supervisor shall make arrangements to fill the employee's job with a temporary or permanent replacement depending on the intended duration of the leave. The vacancy will be handled in accordance with the existing rules applicable to temporary or permanent replacements.
- g. If employees are married to each other and request a leave to:
  - care for a spouse or child with a serious health condition, each employee's leave cannot exceed twelve (12) weeks.
  - care for an employee's parent(s) with a serious health condition, the total combined leave for both employees cannot exceed twelve (12) weeks. Providing care for a parent-in-law is not applicable.

Example: Employee A takes a six (6) week leave to care for his ill mother, therefore, Employee B has only six (6) weeks leave available to care for her father.

- h. Current health benefits (Hospital, Medical and Surgical Insurance; Major Medical and Dental Assistance), at no cost to the employee, will be continued during the leave but shall not exceed twelve (12) weeks. However, HMO subscribers or employees paying spousal premiums are required to make contributions at the same level as before the leave began.

- (1) The twelve (12) week entitlement of Company-paid health care coverage is renewed at the end of each pay period year and is not cumulative nor does any unused portion get carried over from year to year.

## 2. Rights Upon Reinstatement

- a. Employees will return to the same job, work location and rate of pay they held prior to the medical leave of absence.



### C. PERSONAL LEAVE

1. All employees who have completed four (4) years of Company service will be eligible for an unpaid personal leave of absence of not less than four (4) weeks and up to a maximum of thirteen (13) weeks for any personal reason deemed appropriate by the Company with consideration given to impact on the work force and cost to the Company, under the following conditions:
  - a. The leave of absence will be granted for a period of not less than four (4) weeks with an additional week for every full year of Company service over four (4) years and up to a maximum of thirteen (13) weeks.
  - b. The employee will be reinstated to the same job, progression line, work location, and rate of pay that they held prior to taking a personal leave of absence.
  - c. Exclusive of child care, political, medical and Union leaves, an employee will not be granted a personal leave of absence more than once every five (5) years.
2. A written request to take a personal leave of absence and the duration of the leave shall be given to the employee's supervisor as soon as possible in advance of the date of the commencement of personal leave but no later than three (3) months before that date.
  - a. The request must be approved by the Department Head and the **Director-Labor Relations**. The Company has the sole and exclusive right to grant or deny the request. This decision will not be subject to Article III of the Labor Agreement.
  - b. If the request for leave of absence is approved, the supervisor will make arrangements to fill the employee's job with a temporary replacement in accordance with existing rules.
  - c. Employee requests to return to work in advance of their scheduled date will be approved at the discretion of the Company.
  - d. If an employee does not return at the end of the leave of absence, the employee will be considered to have resigned.

3. Requests for personal leaves of absence for extreme hardships which do not meet the conditions outlined in this Section will be reviewed by the Company and the Union on a case by case basis. Approvals or disapprovals of such requests will be mutually agreed upon by the parties.

#### **D. CONDITIONS APPLICABLE TO CHILD CARE, MEDICAL AND PERSONAL LEAVE OF ABSENCE**

1. While on leave of absence employees cannot work for another employer or become self-employed without the approval of the Company. Employees who work for another employer or become self-employed without Company approval will be considered to have resigned.
2. It will be the employee's responsibility to contact the offices of Local Union 1600, IBEW, regarding payment of Union dues during their leave of absence.
3. Job seniority will not accrue during the period of the leave of absence except for any time period that employees may be eligible for sick pay; and upon return to the Company, the employee's job seniority will be adjusted to reflect the amount of time the employee was on the leave of absence.
4. Employees on leave of absence will not be considered for promotional opportunities and are not eligible to bid on any vacancies that occur during the leave of absence.
5. Benefits, Vacations, Wage Increases
  - a. Benefits - Except as provided in Section A, Paragraph j and Section B, Paragraph h above, coverage (Group Life Insurance, Hospital, Medical and Surgical Insurance, Major Medical, Dental Assistance and Long Term Disability) in the amount the employees had at the time of the leave may be retained by the employees paying the Company's full composite cost for the duration of the leave.
  - b. Retirement - Employees on leave of absence will have their participation in the Retirement Plan suspended until their return to active employment. Upon return, the employee will have the opportunity to make payments equal to the full costs including interest in order to make them-

selves whole for the duration of the leave of absence. Employees who do not return to the Company will participate in the usual vesting provisions available under the credited service requirements of the Plan.

- c. Vacation - Prior to a child care or medical leave of absence in excess of 12 weeks or a personal leave of absence of any duration, an employee must utilize all except five (5) days of remaining vacation entitlement, either as time off or payment for remaining entitlement.

Upon return to work, vacation entitlement will be prorated on the basis of actual time worked by the employee in the previous year and the year he/she returns and added to any allowance the employee elected to retain when commencing the leave of absence. These allowances may be scheduled two (2) pay periods after reinstatement. Proration is not applicable to any time period that employees are eligible for sick pay and will only be applied for leaves in excess of two (2) weeks.

Example 1: An employee whose normal vacation entitlement is fifteen (15) days takes a child care leave commencing September 1, 1991 retaining three (3) days of vacation. The leave terminates March 1, 1992. When the employee returned he/she will have worked 8/12 of 1991 and will work 10/12 of 1992. Therefore, in 1992 the employee would receive 8/12 of his/her vacation entitlement or ten (10) working days (rounded to the closest whole day) plus the three (3) retained vacation days. These vacation days may be scheduled after April 1, 1992. In 1993, the employee would receive 10/12 of his/her vacation entitlement which is thirteen (13) days.

Example 2: An employee whose total vacation entitlement is 96 hours is granted a paternal intermittent child care leave without pay encompassing twelve (12) full weeks (3 months) in 1994. When determining the succeeding year's vacation allowance, the employee would receive 9/12 of the 96 hours vacation entitlement totaling 72 hours of available 1995 vacation time.

- d. Mini-Vacation - Employees will not be required to utilize mini-vacation prior to leave of absence. Upon their return, employees will be eligible to use any mini-vacation

that was not utilized prior to going on leave of absence, and will be eligible for any additional mini-vacation in accordance with Article VIII, Section 2, Paragraph B.

e. Wage Increases

- (1) Step increases for employees who return to work will be postponed for a corresponding period of time in accordance with Article VI, Section 5, Paragraph I of the Labor Agreement.
- (2) General wage increases for employees will be deferred until the employee returns to work. Employees who are reinstated to a lower position than that which they held prior to leaving will receive the general wage increase applicable to that job.

## **EXHIBIT H**

### **CUMULATIVE OVERTIME PROCEDURES**

1. Whenever necessary, the Company will maintain rosters of certain employees likely to be called and will select from these rosters such employees as are needed on a cumulative overtime basis by job classification.
2. Overtime will be assigned with an attempt to equalize the opportunity for overtime by job classification at a work location.
3. Separate rosters will be maintained for call-out and prearranged overtime. Equalization of overtime for call-out and prearranged work will be separate.
4. In areas of the Company where calls involving overtime are not the responsibility of the Customer Service Representative Shift, the appropriate supervisor initiating the calls shall be responsible for administering the provisions of this Exhibit.
5. Total call-out overtime hours contiguous to an employee's regular shift (before or after) which exceed two (2) hours will be charged to the cumulative overtime call-out roster. The supervisor will inform the Customer Service Representative Shift as soon as possible after the overtime work is completed so the cumulative call-out roster can be adjusted accordingly.
6. Employees will be charged for time worked or time offered. Time offered includes situations such as, employee is not available for work; there is no answer; telephone line is busy; employee isn't home; employee reports sick after having worked his regular shift. In these cases, time offered will be chargeable for any call-outs up to the employee's normal starting time the next day.
7. The amount of time charged to a person is determined by the number of hours worked by the employee who responds to the call or works the prearranged job.
8. For vacation and sickness purposes, it will be the employee's responsibility to inform the supervisor and the party responsible for initiating the call (in most cases the Customer Ser-

vice Representative Shift) when the employee should be taken off and put back on the roster. If the employee fails to do so, he will be considered as available for overtime work and charged accordingly. In cases where an employee is unavailable to notify the Customer Service Representative Shift (i.e. hospitalized, etc.), the supervisor will inform the Customer Service Representative Shift of the employee's unavailability on behalf of the employee and will so inform the employee. However, when the employee is again available, it will be the employee's responsibility to initiate the appropriate notification.

9. Employees entering a progression line or promoting into a higher classification will be assigned the amount of overtime equal to the average overtime of the employees in that classification.
10. Normally, the person called/assigned first is the person with the least amount of overtime, providing continuity of work is not adversely impacted by a work unit change, or unless the skills necessary are not available; or in cases of extreme emergency. In these situations, it is necessary to inform the bypassed employee of such action giving reasons for the bypass. Bypassed employees and employees who are inadvertently missed will have the opportunity to equalize the overtime by remaining low person on the cumulative overtime list. While the Company cannot assure complete equalization of overtime, periodic review between the appropriate Steward and the responsible supervisor should provide assurance that the effort is being made to the extent possible.
11. The call-out roster will be updated on a daily basis and the prearranged roster will be updated per prearranged job. The Customer Service Representative Shift will provide current reports to the field locations.
12. It is understood by the parties that the clerical responsibilities for the call-out roster maintenance will have no effect on the Customer Service Representative Shift's rate of pay.

**EXHIBIT I**  
**JOB CHANGE REQUESTS FOR ENTRY LEVEL**  
**OFFICE JOBS CONCEPT POSITIONS**

In accordance with Article V, Section 2, Paragraph M of the Labor Agreement, the jobs of Steno/Clerk-Entry, Customer Service Clerk, Operator-Printing Services, Assistant Operator-Office Services, **Mail Clerk, Enrollment/Billing Clerk**, and Clerk-Cash Receipts will be filled by newly hired employees. However, employees may request a job change to one of these positions. If such requests are submitted prior to the vacancy, employees shall be considered on the following basis before hiring from the street, provided they meet the minimum entry requirements for the position.

1. Requests from employees in the same progression line in the same division\* if qualified and performing satisfactorily in existing position.
2. Requests from employees in other OJC progression lines in the same division\* if qualified and performing satisfactorily in existing position.
3. Requests from employees in OJC progression lines from other divisions\* if qualified and performing satisfactorily in existing position.
4. Requests from employees in progression lines outside the OJC in the same division\* if qualified (for every third vacancy only provided none of the above requests are on record).
5. Requests from employees in progression lines outside the OJC outside the division\* if qualified (for every third vacancy only) provided there are no requests on record as cited in (1), (2) and (3) above.

**NOTE:** Requests to demote to the entry level job within the same progression line will be considered along with transfer requests in accordance with Article V, Section 2, Paragraph K (5). Examples of the aforementioned process are described in the Office Jobs Concept Administrative Procedures dated June 25, 1985.

\*The designation of divisions also includes power plants and General Office.

## **EXHIBIT J**

### **RESIDENCE REQUIREMENTS**

As an electric utility providing an essential service to a public which is rapidly becoming even more dependent upon our service, we recognize our responsibility to provide such service with the highest possible degree of continuity.

Although much can be and has been done to meet this responsibility by the installation of modern facilities, in the final analysis it can only be fully accomplished by having sufficient numbers of key personnel available to report for duty rapidly when emergency conditions arise.

#### **STATEMENT OF POLICY**

All jobs designated in Article IV, Section 7 of the Labor Agreement have residence requirements and as such will be governed by the following statements:

1. The residence requirement in accordance with Article IV, Section 7, Paragraphs A and B stipulates employees must live within thirty (30) miles' driving distance between home and their Job Headquarters. Distance is defined as the mileage driven on the most commonly used roads.
2. All new employees and all employees in jobs that are not designated as having a residence requirement, who wish to be considered for jobs which are designated as having residence requirement, must agree to move to a location within the prescribed requirements to the Job Headquarters or forfeit the right to be considered.
3. Employees who are incumbents in a line of progression and are assigned to a Job Headquarters as of the date of this Agreement and whose jobs will now have a residence requirement will not be asked to move to retain their present job and will be considered for any future promotions in that line of progression at that particular Job Headquarters. However, should these employees desire to be considered for promotions or transfers in other lines of progression or other work locations within their present line of progression, they will then be expected to meet the residence requirement of that job. For example, a Journeyman Lineman is assigned to



a Job Headquarters "A" and his home is beyond the prescribed travel limitations. He need not move to retain his present job and he will be considered for any future promotion at Job Headquarters "A". However, should a promotion become available to him at any other work location, he must then agree to meet the residence requirements of that job. In addition to the above, if employees decide to relocate their residence while in their incumbent position, they will be required to comply with the residence requirement. Incumbent employees with residency waivers will continue under those waivers.

4. Any employee who has agreed to move as a condition for placement in a job who subsequently refuses to honor his commitment shall be demoted or transferred to a job not having a residence requirement.
5. Employees who are handled under the placement process will not be required to move to accept a job with residence requirements. However, such employees will be subject to the uniform residence requirement outlined above if they subsequently bid into jobs shown as having such a requirement.
6. In addition, if the Company establishes a new Job Headquarters either through consolidation of facilities or by building new headquarters, employees whose jobs have residence requirements will not be subject to the new requirements as long as they continue to work at the new headquarters.
7. It will be the joint responsibility of the employee and his supervisor to see that the provisions of the uniform residence requirements are maintained. However, disputes regarding the interpretation of the residence requirement will be resolved by the Local Chief Steward and the supervisor involved.
8. It will not be mandatory that employees be required to move during the probationary period of their new job. They will, however, be required to conform to the provision of this policy within 90 days after the probationary period ends, unless an extension is granted by mutual agreement due to extenuating circumstances.
9. The Non-Supervisory Moving Plan (Exhibit D) will apply.

**EXHIBIT K**  
**SUSQUEHANNA S.E.S.**  
**SECURITY SCREENING ACCESS**  
**AUTHORIZATION PROGRAM**

The Nuclear Regulatory Commission requires Nuclear Power Plant Licensees to have personnel security programs that are in conformance with 10 CFR 73.56 Personnel Access Authorization Requirements for Nuclear Power Plants. In compliance with this, the Company has developed an Access Authorization Program for employees who will work at Susquehanna SES or who will be involved with Susquehanna SES in any way. The program involves a screening process consisting of a background check and psychological evaluation which has been described in full to the Union. Any changes to this program will be discussed with Local Union 1600 before they are effective and the Union will receive copies of the Fitness For Duty Manual (FFD) and the Site Access Program Manual (SAPM) and be kept informed of any proposed changes. Therefore, the Company and Union agree upon the following with regard to non-supervisory employees:

- I. Confidentiality of all information obtained during the security screening process will be protected as described in the "Site Access Program Manual." Neither the employee's supervisor nor the employee's Union representatives will have access to this information unless the employee gives express written authorization to the Site Access Services Supervisor to release the information to the individual or individuals stated in the authorization.
- II. Access authorization processing will be accomplished in accordance with the "Site Access Program Manual." The Local Union will be notified when a determination is made with regard to the denial of access for one of their members.
- III. As part of every job posting for positions at Susquehanna SES or for positions that are involved with the Plant, there is a statement in bold print at the top of the posting notifying candidates that they will be subject to security screening and will be required to obtain unescorted access authorization in

order to remain at Susquehanna. During employment interviews, the individuals are advised that they may be subjected to a background check and psychological evaluation for the purpose of determining eligibility for unescorted access authorization, and are asked to sign written authorization to this effect. If an individual refuses to sign such an authorization, he/she will not be considered for employment with the Company.

IV. In accordance with Article II, Section 3 of this Agreement employees hired prior to September 27, 1976 are subject to the following security screening guidelines:

- A. Employees who agree to access authorization screening and are granted unescorted access as described in the Site Access Program Manual will be able to remain in their present position at Susquehanna SES; or will be eligible for work at Susquehanna on a temporary basis or permanent basis. This also applies to employees who will be involved with Susquehanna, but are not necessarily required to work at the Nuclear Plant.
- B. For all employees who agree to access authorization screening but are denied unescorted access (denials) or employees who refuse to give authorization for screening (refusals), and employees whose unescorted access has been revoked (revocation) the following will apply:
  - (1) A committee of representatives of Union and Management will be established to handle denials and refusals. The name of the committee will be the Susquehanna SES Access Authorization Committee. The make up of the Committee shall consist of two members designated by the Union and two members designated by Management. A fifth and impartial member will be selected and utilized by both parties as necessary.
  - (2) In the case of denials:
    - (a) For an employee presently working in a position at Susquehanna, or involved with the Plant, the Committee will determine where the employee

should be placed. This will be dependent upon such factors including but not limited to job vacancies, employee's present and former position and the employee's work record. Anything uncovered in the access authorization screening process will not be made known to the Committee handling the employee involved. The decision made by the Committee will be final and binding and not subject to Article III of the Labor Agreement.

- (b) For present employees who may be needed for work at Susquehanna on a temporary basis, although these individuals will not be able to be sent to Susquehanna they will be used for assignments at other locations.
- (3) In the case of refusals:
  - (a) The employee will be required to provide the Company with a written statement that he/she has refused to participate in the access authorization screening process. A copy of this statement will be sent to the Local Union Office.
  - (b) The employee will be advised that upon his/her refusal, the employee has a right to have the Committee review his/her refusal.
    - (i) If the employee asks for a review, the Committee will review the facts and make a finding as to the validity of the employee's refusal and the action to be taken. If the Committee reaches agreement, this determination will be final and binding and not subject to Article III of the Labor Agreement. If the Committee cannot reach agreement, it will submit the case to a mutually agreed upon arbitrator, the fifth member of the Committee as specified above. The arbitrator's decision will be final and binding and will not be subject to Article III of the Labor Agreement.

- (ii) If the employee decides not to go before the Committee, the Company will weigh the facts and then unilaterally take a position with regard to the person's employment status. This determination will be subject to Article III of the Labor Agreement.
- (4) In the case of revocation:
  - (a) In addition to the appeal process in the Access Processing Manual and the Labor Agreement, any matters pertaining to revocation and subsequent placement of an employee will be resolved by the President-Financial Secretary of the Local and the Vice President-Human Resources.
- V. In accordance with Article II, Section 3 of this Agreement employees hired after September 27, 1976 will be required to participate in the access authorization screening process. They will be subject to the conditions in IV B (2) (a) and (b) of this Exhibit. The Company shall maintain the sole and exclusive right to determine the employment status of employees refusing to enter the Program and Article III of this Labor Agreement shall not apply.

**EXHIBIT L**  
**LONG TERM DISABILITY**  
**CONDITIONS OF RETURN**

1. The following guidelines are applicable to employees on Long Term Disability.
  - A. When it is necessary to fill vacancies created by employees who become eligible for LTD benefits, they shall be filled on a permanent rather than a temporary basis.
  - B. All requests to return to the work force from an LTD status, or subsequent to the cessation of the benefit, shall be predicated upon medical and/or psychological certification authorizing the employee's return to work.
  - C. If an employee is unable to return to their regular job from LTD, they shall be handled by the Disability Committee in accordance with Article VIII of the Labor Agreement.
  - D. Following are the conditions of return applicable to the designated leave periods:
    1. Employees either notifying the Company or returning to the Company within six (6) months from the effective date of their LTD status shall return to their former job classification and former work location, provided they are capable of satisfactorily performing the duties of the job. They shall receive job seniority and Company service credit for the duration of their LTD absence. If a vacancy is not available when they are certified to return, they shall bump the junior employee in their former job classification at their former work location, provided the job classification vacancy created by the employee who left on LTD status was filled. In cases where the job classification vacancy is not filled and the employee returns from the LTD status, placement will be handled **per paragraph H of this Exhibit L.**
    2. Employees either notifying the Company or returning to the Company after six (6) months, but less than two (2) years from the effective date of their LTD status shall return to their former job classification and former

work location provided they are capable of performing the duties of the job and such a vacancy exists. When they return to their former job classification at their former work location, their job seniority date will be adjusted for the period of their absence. However, Company service shall be credited for the duration of the leave. If a job vacancy in their former job classification at their former work location is not available, employees shall be returned to an available job vacancy within the scope of their experience and skills with a commitment to their former job classification and work location. They shall receive the rate of pay commensurate with **paragraph H of this Exhibit L**. If they are returned to a job in another progression line, their commitment shall be eliminated if they subsequently change jobs voluntarily; promote within the new progression line; or do not take the first opportunity to exercise their commitment.

3. Employees requesting to return to the work force after cessation of their LTD payments and two (2) or more years from the effective date of their LTD status shall be placed in an entry level job vacancy, when available, in line with their experience and skills with no commitments. They shall receive the rate of pay commensurate with the job to which they are returned. A new job seniority date shall be established; however, Company service shall be credited for the duration of the leave.
- E. Employees who have not returned to the work force within a two (2)-year period from the effective date of their LTD status and who do not qualify for continued benefits under the LTD Plan shall be notified by the Company when their LTD benefit ceases, with a reminder that failure to request a return to work within ninety (90) days from notification of benefit cessation shall result in termination of their employment.

- F. In all cases of return to the work force as cited above, vacation shall be prorated as follows:
1. Vacation - calendar year basis. Example - Employee is absent on LTD from October 10, 1991 to March 14, 1992. In accordance with Article VII, Section 3, Paragraph I of the Labor Agreement, vacation for 1992 will be prorated based on time worked in 1991, and employee will be paid off prior to leaving on LTD. Therefore, employee is not eligible for further vacation entitlement for 1992. In 1993, the employee will receive ten-twelfths' (10/12) vacation entitlement based on total time worked in 1992.
- G. When employees return to their former job classification and former work location, step increases and apprenticeship program anniversary dates for returns in D-1 and D-2 above shall be resumed in accordance with the schedule in effect at the time the employees left on LTD.
- H. The Joint Disability Committee will have the option to temporarily place a permanent, partially disabled employee returning from Long Term Disability into an existing 40-hour, 52-week Utility Worker position. If this option is selected, the Committee will attempt to find a suitable Utility Worker position at the same or closest location. An employee returning from Long Term Disability without restrictions will be given the option of being placed in an existing 40-hour, 52-week Utility Worker position until a permanent placement becomes available in accordance with Exhibit L. If this option is selected the Company will attempt to find a suitable Utility Worker position at the same or closest location. Employees returning to work from Long Term Disability to an assigned job that has a lower rate of pay than their former job classification shall not receive a rate of pay less than the following percent of their regular rate of pay in their former job classification.**



**Less than 20 Years – 75%**

**20 or more Years – 100%**

**Employees have the responsibility to notify the Company of their desire to return to work as soon as possible. If the Company disagrees with the medical opinion to return the employee to work and requires an Independent Medical Examination (IME) or Independent Psychological Examination (IPE), the Company will have three weeks from the date the Company receives the appropriate medical information from the employee's treating health care professional(s) to schedule and conduct its examination. The Company will be given another two weeks to receive and review the results of the IME/IPE. In addition, the Company will be provided an additional two weeks to test the employee (if necessary) and provide a suitable job placement for return to work. If the results of the Company's examination are the same as the employee's health care provider(s), wages of the eventual job placement will begin no later than seven weeks after the Company's receipt of the employee's medical information. After the employee returns to work, the Company will reimburse the employee for time and mileage associated with testing for job placement. The Company will have met its seven week job placement commitment if the employee declines a suitable Utility Worker position. However, the employee will continue to be considered for other suitable positions under Exhibit L.**

## **EXHIBIT M**

### **SCRANTON OPERATING AREA**

In accordance with the I.B.E.W. merger of former Local 1520 into Local 1600 during the term of this Agreement the following provisions are only applicable to the incumbent employees in the Scranton Operating Area as of August 22, 1994. Except to the extent cited below, all other provisions of the Local 1600 Agreement will apply to Scranton Operating Area employees as well.

- I. Sick Leave Plan** - Regular employees who were in the Company's employ prior to August 20, 1979 will be granted wage allowances during periods when absent from work and unable to work due to illness or injury, excluding illnesses and injuries as a consequence of working for an employer other than the Company or working for remuneration through self-employment, under the following qualifications and conditions and in accordance with the schedule given below.

#### **A. QUALIFICATIONS:**

1. Must be a regular employee (not part-time or temporary).
2. Must have completed a minimum of six months' continuous service.
3. After accumulating five days' sick leave in a year without a physician's statement certifying as to the nature of his or her illness or injury, an employee may be required by the Company to provide such certification for subsequent absences in that year.
4. No sick leave will be allowed for illness caused by willful intention to injure oneself (or some other person), by commission of any crime, or as a consequence of working for an employer other than the Company or working for remuneration through self-employment.
5. Must adopt such remedial measures as may be commensurate with his or her disability, and permit such examinations and inquiries by the Company's medical

representative as, in its judgment, may be necessary to ascertain employee's condition and the suitability of the remedial measures taken, and the Company may decline payment under this Plan on the basis of the Company's medical representatives' findings and recommendations.

6. Must have reported the cause of his or her absence in accordance with Article VIII, Section 2 of this Labor Agreement.
7. All cases of illness or injury must be bona fide. Unjust claims for sick leave allowance shall subject offending employee to disciplinary action.

#### **B. SCHEDULE OF WAGE OR SALARY ALLOWANCE:**

1. In the event any regular employee is absent from work because of illness or injury, then beginning with the first scheduled working day, the employee will be paid at the usual pay periods at regular straight time rate of pay for all regularly scheduled working hours as determined by his normal schedule, up to a maximum of forty (40) hours per week, on the following basis except as provided in Paragraph 5 below:

##### **FULL TIME - followed by - HALF TIME**

<b>YEARS OF SERVICE</b>	<b>Monthly Basis</b>	<b>Hourly Basis</b>	<b>Monthly Basis</b>	<b>Hourly Basis</b>
3 yrs.-less than 4 yrs.	1 1/3 months	227 hours	1 1/3 months	227 hours
4 yrs.-less than 5 yrs.	1 2/3 months	283 hours	1 2/3 months	283 hours
5 yrs.-less than 6 yrs.	2 months	340 hours	2 months	340 hours
6 yrs.-less than 7 yrs.	2 1/3 months	397 hours	2 1/3 months	397 hours
7 yrs.-less than 8 yrs.	2 2/3 months	453 hours	2 2/3 months	453 hours
8 yrs.-less than 9 yrs.	3 months	510 hours	3 months	510 hours
9 yrs.-less than 10 yrs.	3 1/3 months	567 hours	3 1/3 months	567 hours
10 yrs.-less than 20 yrs.	4 months	680 hours	4 months	680 hours
20 yrs.-less than 25 yrs.	4 1/2 months	765 hours	4 1/2 months	765 hours
25 yrs.-and over	6 months	1,020 hours	6 months	1,020 hours

2. If such employee is absent from work more than once during any calendar year, the wage allowance for sick leave will be granted as often as or as long as is permitted within the schedule shown above until the full provisions have been entirely used.
3. There shall be no change in the wage rate for any employee on sick leave. Any change in wage rate shall take place only after he has returned to work.
4. Any disability that extends from one calendar year into the succeeding calendar year or beyond an employee's anniversary date in any calendar year shall not entitle an employee to additional wage allowance for sick leave until he has returned to work and has met the requirements of Paragraph (1) above.
5. In the event a regular employee is absent from work by reason of occupational disease or injury, the Company will pay the employee his regular straight time pay until such time that a medical doctor (or doctors) as selected in accordance with Article VIII, Section 9 certifies that the employee is physically capable of returning to work in any job classification, or placed in a different job classification under the terms of Article VIII, Section 10 of this Agreement. If such employee is entitled to Workers' Compensation and/or Social Security, the Company will pay to the employee such an amount as will, when combined with the Workers' Compensation and/or Social Security payments equal his regular straight time pay. To be eligible for such payments, employees absent from work due to occupational injury must properly notify the Company of an accident before the end of the W-day during which it occurs, or at the beginning of the next W-day if the injury occurs during non-scheduled hours in the absence of a supervisor. Occupational disease must be reported as soon as possible but no later than forty-

eight (48) hours after the onset of the disease to be eligible for the payments as herein provided in this Paragraph 5. If, however, the Workers' Compensation and/or Social Security payments are greater than the employee's regular straight time pay, then in that case the Company will make no payment to the employee. While absent from work under this provision, employees will continue to accrue Company service but shall not accrue allowances for vacation or mini-vacation.

The time during any calendar year during which an employee receives payment because of occupational disease or injury shall not be deducted from the wage or salary allowance time to which an employee is entitled in such calendar year as shown in the above schedule.

6. Where the employee has more than one rate per hour, sick leave shall be figured on the rate that was used the largest percentage of the time during previous six (6) months.
7. Sick leave credit is not cumulative from one calendar year to another.
8. In the case of an employee with a medically declared terminal illness, the half-time wage allowance for sick leave as set forth in the above schedule will be extended for an additional period of twenty-four (24) months.
9. Employees with more than one (1) year of Company Service who have had no time off with or without pay under the Payroll Codes in this Paragraph, for twenty-six (26) consecutive pay periods measured from the last point where Codes 50 (Sickness - Reduced Pay), 60 (Sickness - Maternity Absence Reduced Pay), 51 (Sickness/Injury Off Duty), 56 (Compensable Injury), 61 (Sickness Maternity Absence), 72 (No Pay-Off No Permission), 73 (No Pay Sickness/Injury Off Duty) and 76 (Workers' Compensation) have been charged, will

be granted one (1) additional day off with pay. However, where charges to Code 56 are less than eight (8) hours, the measuring period is not interrupted. This additional day off is considered vacation entitlement subject to all provisions of Article VII.

**II. Vacations** - In application and administration of Article VII of this Labor Agreement, the following two items in those provisions are modified only to the extent described below:

A. Vacation may be split into periods of not less than four (4) scheduled hours.

B. An employee with eight or more years of service may elect not to take all his vacation allowance in a calendar year and carry over the unused portion to a succeeding year. Such carryover may only be taken in units of eight (8) hours and must be utilized within the first three (3) months of the succeeding calendar year.

**III. Leave of Absence** - The Leave of Absence policies as specified in Exhibit G of this Labor Agreement will be applicable to all employees regardless of any prior Union affiliation except that incumbent Scranton Operating Area employees as of August 22, 1994, returning to their former job classification will retain their original job classification seniority date without any adjustment.

**IV. Progression Line (Promotions/Demotions/Transfers)** - In accordance with Article V, Section 2, Paragraph A, of the Labor Agreement, for purposes of seniority when considering employees for promotion, demotion and transfer, the Scranton Operating Area progression lines will be continued for all incumbent employees in the Scranton Operating Area as of August 22, 1994, except all former Scranton Operating Area employees that were included as part of the creation of the Mobile Work Force.

In accordance with Article V, Section 2, Paragraph B, of this Labor Agreement, prior to advertising any Northeast Division vacancy through a job posting in the Northeast Division Progression Line, employees who have a transfer request on file prior to the vacancy will receive consideration. For

seniority purposes, Local 1600 service as defined in the August 22, 1994, Summary of Agreement will be utilized.

- V. Personal Time Off (Mini-Vacation)** - In application and administration of Article VIII, Section 2, Paragraph B, of this Labor Agreement, the Personal Time Off provision has been modified only to the extent that wherever one hour increments are referenced, time off for incumbent Scranton Operating employees as of August 22, 1994, may be taken in increments of one-half hour with the approval of supervision.
- VI. Displaced Incumbent Employees** - When incumbent Scranton Operating Area employees as of August 22, 1994, are declared displaced by the Company, they will be handled under the process described in the August 22, 1994, Summary of Agreement between IBEW Local 1600 and PPL. All former Scranton Operating Area employees covered under Article XIX will be given the option to be placed under Boxes 1, 2, 4, or 8 of the new Placement Process (Article X).

## **EXHIBIT N**

### **JOB EVALUATION PROCESS**

This Exhibit embodies the understanding of the parties relative to the evaluation process for Bargaining Unit job descriptions. This process will determine salary grades for newly created or revised job descriptions that are submitted to the Job Evaluation Committee with a request for evaluation.

#### **Job Evaluation Committee**

The Job Evaluation Committee consists of six primary members, three members appointed by IBEW Local 1600 President and Financial Secretary and three members appointed by the **Director-Labor Relations**. The committee will have a pool of a minimum of six (6) secondary members who are appointed as identified above for substitution purposes. If a primary member is unable to attend a committee meeting, it is their responsibility to secure substitutes. A minimum of four committee members (two bargaining unit and two management) must be present to determine a final evaluation of a job description. All members, including secondary members, of the Job Evaluation Committee must complete team building training.

#### **Job Evaluation Process**

A request to evaluate a newly created job description is initiated by department management. Following submission of a REQUEST FOR JOB EVALUATION/REEVALUATION FORM, Labor Relations will assist the department in uniformly formatting a JOB DESCRIPTION PART I FORM. The Company will review the new job description with Local 1600 prior to forwarding it to the Job Evaluation Committee.

Upon receipt of a request for evaluation, the Job Evaluation Committee will select individuals with knowledge of the job being evaluated for interviews. The committee will compile all information received and evaluate the position. Decisions of the committee will be made by consensus. (If the team cannot reach agreement on the appropriate level for a particular factor, the team has the flexibility to assign a value between two levels to gain consensus). The



JOB DESCRIPTION PART II FORM will become part of the job description after it is completed by the Job Evaluation Committee. Their determination of the proper rate of pay will be furnished to Labor Relations and Local 1600. This determination shall not be subject to Article III of the Labor Agreement.

A request to reevaluate an existing job description may be initiated by an incumbent employee or appropriate supervisor completing a REQUEST FOR JOB EVALUATION/REEVALUATION FORM. Information provided must indicate significant changes to the job description that warrant a reevaluation. If departmental management does not approve the request, Bargaining Unit employees may appeal the decision to the office of Local 1600. If the request is approved by department management, the revised job description will be forwarded to Labor Relations for uniform formatting and discussion with Local 1600. The decision to forward a revised job description to the Job Evaluation Committee shall be jointly made by Labor Relations and Local 1600. Disagreements regarding whether to submit a reevaluated existing job description to the Job Evaluation Committee shall be resolved through the grievance procedure.

Upon receipt of a request for reevaluation, the Job Evaluation Committee will select a representative number of incumbents and supervisors, including the initiator, to complete an evaluation questionnaire. The committee will also select individuals for interviews with knowledge of the job being evaluated. The committee will compile all information received from the questionnaire and interviewees and evaluate the position. Decisions of the committee will be made by consensus. (If the team cannot reach agreement on the appropriate level for a particular factor, the team has the flexibility to assign a value between two levels to gain consensus). The JOB DESCRIPTION PART II FORM will become part of the job description after it is completed by the Job Evaluation Committee. Their determination of the proper rate of pay will be furnished to Labor Relations and Local 1600. This determination shall not be subject to Article III of the Labor Agreement.

## **Miscellaneous .**

The filling of newly created positions and the pay treatment of employees who fill them will be in accordance with the Labor Agreement.

Pay treatment for all incumbent employees in an existing job that is reevaluated to a higher salary table by the Job Evaluation Committee will be to the salary step on the new table which corresponds to the step attained on the lower table. Their next step date will remain the same. Such increases will be effective at the beginning of the first pay period following the receipt of the request to reevaluate the existing job description by Labor Relations and Local 1600. In the event an existing job is reevaluated to a lower salary table by the committee, the pay of incumbent employees shall be red-tagged effective at the beginning of the first pay period following the Job Evaluation Committee's determination.

**EXHIBIT O**  
**EMPLOYEE BENEFIT PLANS**

**I. RETIREMENT PLAN**

The Retirement Plan currently in effect as improved by the Summary of Agreement dated May 14, 2002, and as outlined in the "Summary Plan Description" booklet shall be continued during the term of this Agreement. It is agreed the method of providing all of these benefits shall be determined by the Company.

Effective July 1, 2002, the Retirement Plan is improved by:

1. Moving forward the date for calculating past service credit under the career pay formula of the Plan from July 1, 1980 to July 1, 1982 and, effective July 1, 2005, further improving this provision by moving the past service date to July 1, 1984.
2. Increasing benefits developed under the final pay formula by:
  - a. Increasing the number of years of credited service used to calculate benefits from up to 35 years to up to 40 years.
  - b. Including Company service attained between the ages of 24 and 25 following completion of one year of service during the period prior to July 1, 1985.
  - c. Providing pension service credit to all employees for the one-year waiting period they experienced for Plan eligibility retroactively when employees have attained five years of Company service.

*(Example): the combination of paragraphs (b) and (c) can provide up to two additional years of credited service to employees who were employed by age 23 prior to July 1, 1985 – one for the year between age 24 and 25 and one for the one year waiting period from age 23 to age 24.)*

- d. Revising the formula for calculating minimum benefits under the Plan to provide 1.3% of average earnings for the highest 60 months of the last 120 months of credited service prior to retirement up to the average Social Security Wage Base for the last 35 years, plus 1.7% of earnings in excess of such average Social Security Wage Base times each year of credited service up to 40 years.

## **II. EMPLOYEE SAVINGS PLAN**

The Employee Savings Plan, currently in effect as improved by the Summary of Agreement dated May 14, 2002, and as outlined in the "Summary Plan Description" booklet shall be continued during the term of this Agreement.

The existing before tax portion of the Employee Savings Plan under the provisions of Section 401 (K) of the Internal Revenue Code has been amended to provide:

1. Effective July 1, 2003, an increase in the Company's matching contribution from 50% of the first 3% to 50% of the first 6% of an employee's contribution of base pay to the savings plan.
2. Effective July 1, 2002, an increase in the maximum percentage employees may contribute to the Employee Savings Plan from 15% to 20% up to the maximum allowed by the IRS (in 2002 the maximum has been increased to \$11,000).

## **III. GROUP LIFE INSURANCE**

The Group Life Insurance Plan and the Supplemental Insurance Plan currently in effect, as amended by the Summary of Agreement dated May 14, 2002, and described in the "Summary Plan Description" booklet shall be continued during the term of this Agreement.

## **IV. ACCIDENTAL DEATH OR DISMEMBERMENT INSURANCE**

The Company will provide, at no cost to the employee, accidental death or dismemberment insurance as described in the

**"Summary Plan Description" booklet. The full amount of the Accidental Death or Dismemberment benefit is three times base annual salary up to a maximum of \$500,000.**

#### **V. SURVIVOR INCOME PROTECTION (SIP)**

**The SIP Plan provides a surviving spouse of a deceased employee with a monthly payment equal to 10 percent of the employee's base monthly pay at time of death up to a maximum of \$1,000 per month. A minimum monthly benefit of \$420 will be provided under the contract.**

#### **VI. LONG TERM DISABILITY INSURANCE**

**1. The Long Term Disability Plan as amended by the Summary of Agreement dated May 14, 2002, and as described in the "Summary Plan Description" booklet will remain in effect for the term of this Agreement. The guaranteed benefit is 60 percent of the employee's base monthly earnings at the time the disability occurs. The maximum monthly benefit amount is \$5,000.**

**2. Mental or nervous disabilities must be certified by a psychiatrist or a psychologist (masters level or above) licensed to practice independently as a behavioral health professional.**

**3. The conditions for employees returning from Long Term Disability are described in Exhibit L of this Agreement.**

#### **VII. HEALTH CARE PLANS**

**The Company will continue to offer the current Traditional Blue Cross/ Blue Shield/ Major Medical Insurance Program and Managed Health Care programs in effect through December 31, 2002.**

**It is agreed that the method of providing the benefits under these Plans referenced below shall be determined by the Company. The parties agreed to implement the following changes effective January 1, 2003:**

##### **1. Medical Plan Options**

**The Company will pay the full premium or cost to**

provide medical coverage for employees and their dependents for each year of the contract. An employee may select any one (1) of these plans and, if an employee fails to enroll in a medical plan, they will automatically be enrolled in the Preferred Provider Organization (PPO), which will be the basic Plan. The current medical plans will be replaced with the following three (3) medical plan choices:

- a. Preferred Provider Organization (PPO) – Employees will have access to a broad network of participating providers (hospitals, doctors and medical services) under contract with our health plan administrator to provide covered services. Provisions will include services related to prevention, early detection and early treatment of health conditions, including routine physical examinations, immunizations and well-person care. The level of benefits under this plan will be maintained at the level negotiated for the term of this Agreement and may exceed those of the traditional Blue Cross/Blue Shield programs being replaced. Out-of-network care by non-participating providers is available but at lower benefit levels.

In-Network

- 100% Coverage for covered hospital, medical and surgical expenses
- No requirement to choose a Primary Care Physician
- Coverage for Preventive Care services for adults and children
- No claim filing or precertification
- No referrals required
- Office Visits - \$15 Co-payment

Out-of-Network

- Annual Deductible - \$500 per person/\$1,000 per family for all services
- Coinsurance - 20% after the deductible

- **Maximum Out of Pocket Expense - \$2,500 Individual/\$5,000 Family**

- b. Comprehensive Major Medical Plan (CMM) – Employees will have access to a broad network of participating providers under contract with the health plan administrator for the purpose of providing covered services. Election of this Plan will result in employees receiving Flexible Benefit Credits based on the cost differential between this Plan and the PPO.**

**No requirement to choose a Primary Care Physician**

- **No Major Medical claim filing when using participating providers**
- **All services subject to annual plan deductibles as follows:**
  - **Deductible per person     \$300**
  - **Deductible per family     \$600**
- **All services subject to 20% coinsurance after plan deductible**
- **Annual maximum out-of-pocket expense per person - \$2,500**
- **Annual maximum out-of-pocket expense per family - \$5,000**

- c. Catastrophic Major Medical Plan (High Deductible CMM) – Employees will have access to a broad network of participating providers under contract with the health plan administrator for the purpose of providing covered services. Election of this Plan will result in employees receiving Flexible Benefit Credits based on the cost differential between this Plan and the PPO.**

- **All services subject to plan deductible**
  - **Deductible per person     \$750**
  - **Deductible per family     \$1,500**

- No requirement to choose a Primary Care Physician
- No Major Medical claim filing when using participating providers
- All services subject to 20% coinsurance after plan deductible
- Annual maximum out-of-pocket expense per person - \$3,000
- Annual maximum out-of-pocket expense per family - \$6,000

## **2. Flexible Benefits Program**

- a. A Flexible Benefits Program which offers employees the opportunity to choose among various benefit plan options within the medical, dental and life insurance plans will be available to employees effective January 1, 2003.
- b. Flexible benefit credits will be determined based on the costs of the coverage category selected by the employee for PPO medical plan option, Dental Assistance and basic life insurance.
- c. Excess flexible benefit credits may be applied to the cost to enroll in enhanced benefit options including vision care. When credits are not available, employees may elect to enroll in the enhanced benefit plan options and pay for the additional benefits through pre-tax payroll deductions as permitted under the IRS code.
- d. Flexible Spending Accounts will be available to employees to make voluntary payroll deduction on a pre-tax basis for dependent care and/or eligible health care costs as outlined in the "Summary Plan Description" booklet.

## **3. Voluntary Benefit Plan Options**

Effective January 1, 2003, employees will be able to access other insurance programs through payroll deductions including additional life, automobile, homeowners,



critical care, and long-term care programs. These programs offer employee savings through group discounts. It is agreed that the method of providing these programs shall be determined by the Company.

#### 4. Pharmacy Coverage

Coverage for contraceptives and diabetic pump supplies have been added and co-payments adjusted to reflect cost trends and competitive practices. Co-payments will be adjusted to the following levels effective January 1, 2003.

	<u>Generic</u>	<u>Brand</u>
January 1, 2003 – Co-payments		
Retail (up to 34-day supply)	\$10	\$15
Mail Order (up to 90-day supply)	\$12	\$17
	<u>Generic</u>	<u>Brand</u>
January 1, 2005 – Co-payments		
Retail (up to 34-day supply)	\$10	\$17
Mail Order (up to 90-day supply)	\$12	\$20

#### 5. Spousal Surcharge

Effective January 1, 1995, employees who wish to elect primary coverage for their spouse under any Medical Plan option offered by the Company will be required to make a monthly contribution of \$100 through payroll deduction if such spouse is a full-time employee of another employer that provides access to medical benefits. So long as the arrangement is permitted under the Internal Revenue Code, these payroll deductions will be on a pre-tax basis. These payments will be in addition to any other payments required for coverage under any Medical Plan option. The monthly surcharge will be adjusted to \$120 on January 1, 2003, and will increase by \$5 each year of

the contract starting on January 1, 2004.

**6. Joint Health Care Council**

Expand upon the work of the 2002 Health Care Committee by establishing a Joint Health Care Council to monitor and evaluate health care issues and educational tools concerning health care benefits on a continuing basis during the term of this Agreement.

**VIII. VISION CARE PLAN**

Effective January 1, 2003, employees will have access to a Vision Care Plan by making the necessary monthly contributions through pre-tax payroll deductions or Flexible Benefit credits. For the term of this Agreement, employee contributions will be the lower of actual cost or the following amounts:

**Monthly Contributions**

	<u>1/1/03</u>	<u>1/1/04</u>	<u>1/1/05</u>	<u>1/1/06</u>
Single Coverage	\$5.75	\$6.00	\$6.25	\$6.75
Dual Coverage	\$11.50	\$12.25	\$13.00	\$13.75
Family	\$17.25	\$18.25	\$19.25	\$20.50

**IX. DENTAL PLANS**

The Dental Assistance Plan currently in effect as improved by the Summary of Agreement dated May 14, 2002, and as outlined in the "Summary Plan Description" booklet shall be continued during the term of this Agreement. Effective July 13, 2002, the existing fee schedules for the Basic Dental Assistance Plan will be replaced by Delta Dental's Usual Customary Reasonable (UCR) payment schedule. Percentage reimbursement levels for this Plan will be:

Diagnostic/Preventive Care	100%
Basic Restorative	70%
Major Care	65%
Annual Maximum	\$1,500

Effective January 1, 2003, employees will also have access to an optional dental assistance plan that provides higher reimbursement levels and orthodontic benefits – Dental Plus Program. The UCR rates for this Plan will be:

Diagnostic/Preventive Care	100%	
Basic Restorative	100%	
Major Care	65%	
Annual Maximum	\$2,000	
Childhood Orthodontia (Children to Age 19)	\$1,500	lifetime/\$750 annually

Monthly contributions through pre-tax payroll deductions or Flexible Benefit credits for this option will be the lower of actual cost or the following:

#### Monthly Contributions

	<u>1/1/03</u>	<u>1/1/04</u>	<u>1/1/05</u>	<u>1/1/06</u>
Single Coverage	\$9.00	\$9.50	\$10.00	\$10.50
Dual Coverage	\$15.75	\$16.75	\$17.75	\$19.00
Family	\$22.00	\$23.25	\$24.75	\$26.25

#### X. POST-RETIREMENT HEALTH CARE COVERAGE

1. An employee who retired prior to April 1, 1993, between age 55 and 65 may continue to participate in the Health Care Plan until age 65, under the terms set forth for active employees. An employee's spouse who has attained age 65 but does not qualify for both parts of Medicare may remain in their medical plan choice until the employee reaches age 65.

2. For employees retiring on or after July 1, 2002, the Company will increase its maximum contribution from up to \$4,200 per individual to up to \$4,500 (\$9,000 per couple) annually toward payment of the cost of medical insurance for retirees and their spouses under age 65. For retirees and their spouses aged 65 and over, the Company contribution will increase from \$2,300 per individual per year up to \$2,650 per individual (\$5,300 per couple). The \$4,500 and

\$2,650 amounts will increase by \$100 per individual on July 1, 2003, July 1, 2004 and July 1, 2005. These dollar allocations will be used to continue retirees' coverage under the Company sponsored medical plan of their choice.

3. For employees who retired after April 1, 1993, but prior to this Agreement, the Company will contribute toward the cost of health insurance in accordance with the appropriate Summary of Agreements and as outlined in the "Summary Plan Description" booklet.

#### **XI. EDUCATION ASSISTANCE PROGRAM**

The Education Assistance Program currently in effect as improved by the Summary of Agreement dated May 14, 2002, and as outlined in the "Summary Plan Description" booklet shall be continued during the term of this Agreement.

#### **XII. EMPLOYEE COUNSELING SERVICE**

The Employee Counseling Service in effect and as outlined in the "Summary Plan Description" booklet shall be continued during the term of this Agreement.

## 2003 Pay Periods / Pay Dates / Holidays

○ Pay Period  
Ending Date

□ Payday

□ Contract  
Holiday

• Schedule DTR  
Close Date

### JANUARY

PP	S	M	T	W	T	F	S
				1	2	3	4
1	5	6	7	8	9	10	11
	12	13	14	15	16	17	18
2	19	20	21	22	23	24	25
	26	27	28	29	30	31	

### FEBRUARY

PP	S	M	T	W	T	F	S
							1
3	2	3	4	5	6	7	8
	9	10	11	12	13	14	15
4	16	17	18	19	20	21	22
	23	24	25	26	27	28	

### MARCH

PP	S	M	T	W	T	F	S
							1
5	2	3	4	5	6	7	8
	9	10	11	12	13	14	15
6	16	17	18	19	20	21	22
	23	24	25	26	27	28	29
7	30	31					

### APRIL

PP	S	M	T	W	T	F	S
				1	2	3	4
	5	6	7	8	9	10	11
8	12	13	14	15	16	17	18
	19	20	21	22	23	24	25
9	26	27	28	29	30		

### MAY

PP	S	M	T	W	T	F	S
					1	2	3
	4	5	6	7	8	9	10
10	11	12	13	14	15	16	17
	18	19	20	21	22	23	24
11	25	26	27	28	29	30	31

### JUNE

PP	S	M	T	W	T	F	S
	1	2	3	4	5	6	7
12	8	9	10	11	12	13	14
	15	16	17	18	19	20	21
13	22	23	24	25	26	27	28
	29	30					

### JULY

PP	S	M	T	W	T	F	S
				1	2	3	4
	5	6	7	8	9	10	11
14	12	13	14	15	16	17	18
	19	20	21	22	23	24	25
15	26	27	28	29	30	31	

### AUGUST

PP	S	M	T	W	T	F	S
						1	2
16	3	4	5	6	7	8	9
	10	11	12	13	14	15	16
17	17	18	19	20	21	22	23
	24	25	26	27	28	29	30
18	31						

### SEPTEMBER

PP	S	M	T	W	T	F	S
		1	2	3	4	5	6
	7	8	9	10	11	12	13
19	14	15	16	17	18	19	20
	21	22	23	24	25	26	27
20	28	29	30				

### OCTOBER

PP	S	M	T	W	T	F	S
				1	2	3	4
	5	6	7	8	9	10	11
21	12	13	14	15	16	17	18
	19	20	21	22	23	24	25
22	26	27	28	29	30	31	

### NOVEMBER

PP	S	M	T	W	T	F	S
							1
	2	3	4	5	6	7	8
23	9	10	11	12	13	14	15
	16	17	18	19	20	21	22
24	23	24	25	26	27	28	29
	30						

### DECEMBER

PP	S	M	T	W	T	F	S
		1	2	3	4	5	6
25	7	8	9	10	11	12	13
	14	15	16	17	18	19	20
26	21	22	23	24	25	26	27
	28	29	30	31			

## 2004 Pay Periods / Pay Dates / Holidays

○ Pay Period  
Ending Date

□ Payday

□ Contract  
Holiday

○ Schedule DTR  
Close Date

### JANUARY

PP	S	M	T	W	T	F	S
					1	2	3
1	4	5	6	7	8	9	10
	11	12	13	14	15	16	17
2	18	19	20	21	22	23	24
	25	26	27	28	29	30	31

### FEBRUARY

PP	S	M	T	W	T	F	S
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	8	9	10	11	12	13	14
4	15	16	17	18	19	20	21
	22	23	24	25	26	27	28
5	29						

### MARCH

PP	S	M	T	W	T	F	S
		1	2	3	4	5	6
	7	8	9	10	11	12	13
6	14	15	16	17	18	19	20
	21	22	23	24	25	26	27
7	28	29	30	31			

### APRIL

PP	S	M	T	W	T	F	S
					1	2	3
	4	5	6	7	8	9	10
8	11	12	13	14	15	16	17
	18	19	20	21	22	23	24
9	25	26	27	28	29	30	

### MAY

PP	S	M	T	W	T	F	S
							1
	2	3	4	5	6	7	8
10	9	10	11	12	13	14	15
	16	17	18	19	20	21	22
11	23	24	25	26	27	28	29
	30	31					

### JUNE

PP	S	M	T	W	T	F	S
							1
		2	3	4	5		
12	6	7	8	9	10	11	12
	13	14	15	16	17	18	19
13	20	21	22	23	24	25	26
	27	28	29	30			

### JULY

PP	S	M	T	W	T	F	S
						1	2
						3	
14	4	5	6	7	8	9	10
	11	12	13	14	15	16	17
15	18	19	20	21	22	23	24
	25	26	27	28	29	30	31

### AUGUST

PP	S	M	T	W	T	F	S
16	1	2	3	4	5	6	7
	8	9	10	11	12	13	14
17	15	16	17	18	19	20	21
	22	23	24	25	26	27	28
18	29	30	31				

### SEPTEMBER

PP	S	M	T	W	T	F	S
						1	2
						3	4
	5	6	7	8	9	10	11
19	12	13	14	15	16	17	18
	19	20	21	22	23	24	25
20	26	27	28	29	30		

### OCTOBER

PP	S	M	T	W	T	F	S
						1	2
	3	4	5	6	7	8	9
21	10	11	12	13	14	15	16
	17	18	19	20	21	22	23
22	24	25	26	27	28	29	30
	31						

### NOVEMBER

PP	S	M	T	W	T	F	S
							1
							2
23	7	8	9	10	11	12	13
	14	15	16	17	18	19	20
24	21	22	23	24	25	26	27
	28	29	30				

### DECEMBER

PP	S	M	T	W	T	F	S
							1
							2
25	5	6	7	8	9	10	11
	12	13	14	15	16	17	18
26	19	20	21	22	23	24	25
	26	27	28	29	30	31	

# 2005 Pay Periods / Pay Dates / Holidays

○ Pay Period  
Ending Date

□ Payday

□ Contract  
Holiday

○ Schedule DTR  
Close Date

## JANUARY

PP	S	M	T	W	T	F	S
							1
1	②	3	4	5	6	7	8
	9	10	11	12	13	14	15
2	16	17	18	19	20	21	22
	23	24	25	26	27	28	29
3	30	31					

## FEBRUARY

PP	S	M	T	W	T	F	S
			1	2	3	4	5
	6	7	8	9	10	11	12
4	13	14	15	16	17	18	19
	20	21	22	23	24	25	26
5	27	28					

## MARCH

PP	S	M	T	W	T	F	S
			1	2	3	4	5
	6	7	8	9	10	11	12
6	13	14	15	16	17	18	19
	20	21	22	23	24	25	26
7	27	28	29	30	31		

## APRIL

PP	S	M	T	W	T	F	S
						1	2
	3	4	5	6	7	8	9
8	10	11	12	13	14	15	16
	17	18	19	20	21	22	23
9	24	25	26	27	28	29	30

## MAY

PP	S	M	T	W	T	F	S
	1	2	3	4	5	6	7
10	8	9	10	11	12	13	14
	15	16	17	18	19	20	21
11	22	23	24	25	26	27	28
	29	30	31				

## JUNE

PP	S	M	T	W	T	F	S
						1	2
						3	4
12	5	6	7	8	9	10	11
	12	13	14	15	16	17	18
13	19	20	21	22	23	24	25
	26	27	28	29	30		

## JULY

PP	S	M	T	W	T	F	S
						1	2
14	3	4	5	6	7	8	9
	10	11	12	13	14	15	16
15	17	18	19	20	21	22	23
	24	25	26	27	28	29	30
16	31						

## AUGUST

PP	S	M	T	W	T	F	S
	1	2	3	4	5	6	
	7	8	9	10	11	12	13
17	14	15	16	17	18	19	20
	21	22	23	24	25	26	27
18	28	29	30	31			

## SEPTEMBER

PP	S	M	T	W	T	F	S
						1	2
						3	
	4	5	6	7	8	9	10
19	11	12	13	14	15	16	17
	18	19	20	21	22	23	24
20	25	26	27	28	29	30	

## OCTOBER

PP	S	M	T	W	T	F	S
							1
	2	3	4	5	6	7	8
21	9	10	11	12	13	14	15
	16	17	18	19	20	21	22
22	23	24	25	26	27	28	29
	30	31					

## NOVEMBER

PP	S	M	T	W	T	F	S
							1
							2
							3
							4
23	6	7	8	9	10	11	12
	13	14	15	16	17	18	19
24	20	21	22	23	24	25	26
	27	28	29	30			

## DECEMBER

PP	S	M	T	W	T	F	S
							1
							2
							3
25	4	5	6	7	8	9	10
	11	12	13	14	15	16	17
26	18	19	20	21	22	23	24
	25	26	27	28	29	30	31

# 2006 Pay Periods / Pay Dates / Holidays



Pay Period  
Ending Date



Payday



Contract  
Holiday

• Schedule DTR  
Close Date

## JANUARY

PP	S	M	T	W	T	F	S
1	1	2	3	4	5	6	7
	8	9	10	11	12	13	14
2	15	16	17	18	19	20	21
	22	23	24	25	26	27	28
3	29	30	31				

## FEBRUARY

PP	S	M	T	W	T	F	S
					1	2	3
12	5	6	7	8	9	10	11
	12	13	14	15	16	17	18
13	19	20	21	22	23	24	25
	26	27	28				

## MARCH

PP	S	M	T	W	T	F	S
					1	2	3
	5	6	7	8	9	10	11
6	12	13	14	15	16	17	18
	19	20	21	22	23	24	25
7	26	27	28	29	30	31	

## APRIL

PP	S	M	T	W	T	F	S
							1
	2	3	4	5	6	7	8
8	9	10	11	12	13	14	15
	16	17	18	19	20	21	22
9	23	24	25	26	27	28	29
	30						

## MAY

PP	S	M	T	W	T	F	S
							1
	2	3	4	5	6		
25	7	8	9	10	11	12	13
	14	15	16	17	18	19	20
26	21	22	23	24	25	26	27
	28	29	30	31			

## JUNE

PP	S	M	T	W	T	F	S
							1
					2	3	
12	4	5	6	7	8	9	10
	11	12	13	14	15	16	17
13	18	19	20	21	22	23	24
	25	26	27	28	29	30	

## JULY

PP	S	M	T	W	T	F	S
							1
14	2	3	4	5	6	7	8
	9	10	11	12	13	14	15
15	16	17	18	19	20	21	22
	23	24	25	26	27	28	29
16	30	31					

## AUGUST

PP	S	M	T	W	T	F	S
					1	2	3
	4	5	6	7	8	9	10
17	11	12	13	14	15	16	17
	18	19	20	21	22	23	24
18	25	26	27	28	29	30	31

## SEPTEMBER

PP	S	M	T	W	T	F	S
							1
					2	3	
	4	5	6	7	8	9	
19	10	11	12	13	14	15	16
	17	18	19	20	21	22	23
20	24	25	26	27	28	29	30

## OCTOBER

PP	S	M	T	W	T	F	S
	1	2	3	4	5	6	7
21	8	9	10	11	12	13	14
	15	16	17	18	19	20	21
22	22	23	24	25	26	27	28
	29	30	31				

## NOVEMBER

PP	S	M	T	W	T	F	S
							1
					2	3	4
23	5	6	7	8	9	10	11
	12	13	14	15	16	17	18
24	19	20	21	22	23	24	25
	26	27	28	29	30		

## DECEMBER

PP	S	M	T	W	T	F	S
							1
					2	3	
25	4	5	6	7	8	9	
	10	11	12	13	14	15	16
26	17	18	19	20	21	22	23
	24	25	26	27	28	29	30
	31						





PPL Corporation 1600